

**Transcript of a  
Portion of the Board of Education  
Regular Meeting**

**Held on**

**January 25, 2010  
At 7:30 p.m.**

**Regarding**

**Proposed Budget Reductions for 2010-11**

**Meeting held at:**

Carpentersville Middle School  
100 Cleveland Avenue  
Carpentersville, Illinois 60110

**Transcribed by:**

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for Office Team

Transcriptionist Note: Absent from the meeting was Board Member Monica Clark. Board Member Monica Clark submitted her comments in writing which are attached to this transcript.

The portion of the meeting transcribed is the agenda item titled "Public Participation" and the agenda item titled "Board and Staff Discussions Regarding Proposed Reductions for 2010-11."

### **Transcript Begins:**

## **PUBLIC PARTICIPATION**

### **BOARD PRESIDENT JOE STEVENS**

We are going to defer on the (agenda's) third bullet until we get through the rest of the agenda. So we are on "Public Participation" and we have one person signed up to speak, Mr. Jim Pluscota. Mr. Pluscota, I don't know if you know the rules. The rules are you get five minutes. I'll give you a heads up at four. Please state your name, your address and whether or not you are an employee of the District or a Contractor of the District, and then you may proceed.

### **MR. JIM PLUSCOTA**

My name is Jim Pluscota. I reside at 1781 Hartley Drive, Algonquin, IL. Dr. Arndt, members of the Board, after being at the meeting a couple weeks ago, I am speaking on behalf of the budget. I did hear your request of more people coming, speaking up to the Board. As a taxpayer, as well as a parent and a spouse of a teacher in the District, I have also gone throughout my subdivision probably talked to about 20 to 25 other parents and families. One of the things that is rather disturbing that I hear is, "Well, what we have to say isn't going to matter anyway." And I'm telling you this because two weeks ago you were asking for more people to come out. You were surprised and kind of disappointed, I think, to paraphrase "on the turnout of the public" and these people are also parents of students that are within the District. It is a little upsetting from my part, too, because that leaves everything in all you folks' hands to make the appropriate decisions and then, of course, to hear the backlash of everyone, "Well, they could have, should have."

I have been online and also read a lot of the emails that have been put up. And I will say as far as the budget cuts. And again I have a daughter in Middle School. I have been doing some research on her wardrobe lately and pretty much for the last two years has been short-sleeved shirts all year round. What does that have to do with the budget cuts? I think it has a lot to do with the temperature of the building she's in is kept at. I understand that the building is kept at about 70° plus or minus 2° in either direction. I saw in the budget cuts that there is a proposal to drop 2°. I truly think the Board should consider dropping it more than 2°. Short-sleeved shirts going to school. My wife is normally a very cold person, always has sweaters and/or sweatshirts on at the home. We keep our home at 66° to 67° in winter and 76° to 78° in the summer. For the same reason, I believe in being somewhat comfortable, but at the same time I am not going to be paying all the money out to ComEd (*garbled*) my house when it's 90° outside 78° that 12° temperature change and lack of humidity makes a huge difference.

But along with that some examples quizzing my daughter: in December a couple of her classrooms she's in had windows open because it was so warm in her classroom. The teacher opened the windows. Digging further into this, I also went and researched an average human body creates 110 watts of heat per individual. Her class has 28-32 kids. Her class. My wife's class averages about 30 people. 30 students and I'm not saying all elementary school kids are going to create quite the amount of energy as more grown students, but I think the Board (*garbled*). I remember going to school in the winter. We would have long-sleeved shirts on or sweatshirts and there's nothing wrong with that. There's nothing wrong with layering. I think the Board should seriously consider dropping 4° and that would (*garbled*) the amount of money that comes from the adjustment of temperature which right now you have stated at \$418,000. That would double that right there.

The second item, and I don't want to speak out of line, but I see a lot of people asking and speaking about the teachers.

**BOARD PRESIDENT STEVENS**

You are at four minutes, sir.

**MR. JIM PLUSCOTA**

Thank you. One of the other things I would like to ask, too, and I hope that the District Office, the superintendent, assistant to you, as well as the assistant superintendents, and administration is also looking at what their part is as far as covering. I know we pay, or my wife pays 20% of her insurance as well as eyeglasses and dental. I'm hoping that that's across not only for the fact of who's out there teaching, but also for the administration as well as the superintendent and office staff at district office.

**BOARD PRESIDENT STEVENS**

Thank you very much, sir.

(END OF PUBLIC PARTICIPATION)

(START OF BOARD AND STAFF DISCUSSION ON THE PROPOSED BUDGET CUTS)

**BOARD PRESIDENT JOSEPH R. STEVENS**

I'd like to give a little bit of a preamble if I could. First of all, I have given each Board member a statement that (Board Member) Mrs. Clark asked to have put in the record. She is out of town this date and cannot be here. I have also given a copy of this statement to (Communication Services Supervisor) Allison Strupeck, and it will be included on the website as part of the public comment from this meeting. I am doing that at her request.

Secondly, this is the first time we have combined a work session in a board session. So it's a little bit unusual for us but a work session means it's an opportunity for Board members to have a very free-flowing, open conversation amongst themselves and with their Superintendent and with staff. And I notice that most of the senior staff is here, and we may be directing questions to you. So the purpose of this is for us to be able to explore and understand and help us begin to formulate our opinion as to how we might vote come February 22 when these cuts are up for discussion and vote.

The other thing I would like to say is that Mr. Pluscota you are absolutely correct that I did express a disappointment and concern that we were not getting enough feedback. And I want to thank everyone and tell you that we have received a lot of feedback (on the budget), a significant amount of feedback, and I am very pleased and I also want to thank the press for printing that because I think that helped as well.

Some of the feedback was a little humorous, and I would like to make another clarification. Board members are not employees of any entity or any county of this state, and Board members are not paid for service. We are elected by the public and we serve pro bono, meaning we do not collect any salary of any kind. Just so that's in the public record. There are a number people who felt we should cut our "very high and exorbitant salaries." We would like to have salaries, but unfortunately, we don't.

The other thing that I would like to say is that there were some very good comments made to us, I think, in the emails – all of which either have already been posted (to [www.d300.org](http://www.d300.org)) or will be posted as they come in. This meeting tonight is being transcribed and everything that is being said will be on the website by Friday afternoon. So you can read it. If you thought so-and-so said something, you can go and verify that by looking at the website come Friday afternoon.

One of the concerns that I have, and I think it's a natural tendency, is that as people do make comments: While some are very thoughtful, some others are basically saying "we know you have a tough job, we know you have to

cut things, but please don't cut my program." And it's difficult to do that. So we have to look at this as what's best for the entire school district, and we are relying on the professional educators headed by Dr. Arndt to advise us on what those programs are that would have the least amount of impact on students and student achievement. I also want to say that some of the suggestions that came through, as I mentioned, were very good ones. Dr. Arndt has asked and the Finance Division will be pricing out some of those (suggestions) and reporting back on those at the next Board meeting which will be February 8. So we will have a good idea if any of them have merit and how significant they might be, and whether or not they could or should be incorporated into what it is that we are doing.

Another question that I have, just out of curiosity, is, and I'm going to do a little reverse approach. Would any member of the public not affiliated with the School District just raise your hand so I know whether we have staff or public here? ... So very few general public, mostly staff. Thank you very much

The comments that we received from staff are also very welcome. In some of them, however, the tone of the comments were concerning to me. A little hostile, which is okay, but it doesn't gather a lot of good input. There were also many staff members that made comments that were very well thought out and we appreciate all the comments, but there is no reason for any hostility. This (budget cutting) is not something that any of us really want to do.

And with that, Dr. Arndt, I will turn it over to you to kick us off.

#### **SUPERINTENDENT DR. KEN ARNDT**

Certainly. Again, as a reminder, this evening's meeting is being transcribed so those who speak, including the Board, you must use the microphone otherwise we will not be able to pick up your thoughts and, likewise, we have senior staff available, close at hand. And again, if there is a question directed by a Board member, as Mr. Stevens just mentioned, this is a Board work session I would respectfully ask that the staff member come up to the lectern and use the microphone.

The comments that are on the D300 webpage currently are all comments received as of last Friday and you will also note that there is a response to most of the questions or statements that are being asked. Again, my thanks to the staff and especially (Communication Services Supervisor) Allison Strupeck. So, again, all e-mails are being carefully read. And, as Mr. Stevens mentioned, those that are providing other avenues for reduction will be presented at the next Board meeting, which will be February 8 – of which will be significant recommendations on reducing transportation expenditures. Again, that will not be discussed this evening. That will be February 8 and we will put all those new ideas together for the February 8 meeting.

So the purpose of this evening is to just focus on the \$6 million of recommended budget reductions that was presented at the last Board meeting and to provide some clarification. There was a common theme that resonated throughout many of the e-mails, still continuing on today: physical education requirements. I think first of all we need to clarify exactly what do we do in kindergarten physical education, media, and music classes. So we have basically asked two principals to share with us what takes place in any elementary school in D300 regarding kindergarten media, physical education, and music: Craig Zieleniewski, Principal at Perry Elementary School, and Kristin Corriveau, Principal at Liberty Elementary School.

#### **PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

Sure. Each day the kindergarten students have a special. They last for 20 minutes. Two times a week it's physical education, another two times a week it's music, and then one time a week it's media.

#### **SUPERINTENDENT DR. KEN ARNDT**

It's basically one class 20 minutes twice a week, so it's a total of 40 minutes the whole week for kindergarten.

#### **PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

That's correct.

**SUPERINTENDENT DR. KEN ARNDT**

The same with music and media.

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

The media's half the PE and half of the music.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So when they are in a full-day kindergarten does it change?

**LIBERTY ELEMENTARY SCHOOL PRINCIPAL KRISTIN CORRIVEAU**

Full-day kindergarten classes receive 30 minutes of PE twice a week, 30 minutes of music twice a week, and 30 minutes of media once a week.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Thank you.

**LIBERTY ELEMENTARY SCHOOL PRINCIPAL KRISTIN CORRIVEAU**

And that is not part of the cuts from full-day kindergarten 30 minutes.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**BOARD SECRETARY ANNE MILLER**

On the elementary, the PE, the music cuts: what would fill that time?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

Core teaching.

**BOARD MEMBER CHRIS STANTON**

Will that affect planning time requirements?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

It will. Currently, there's a 45-minute break between am and pm sessions. Contractually teachers need a 30-minute prep or 300 minutes weekly, 30 minutes daily, 150 minutes, excuse me, 150 minutes weekly so that would have to be worked out in the middle of the day to not impact morning transportation or after school transportation.

**BOARD MEMBER CHRIS STANTON**

But you believe it can be worked out.

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

Yes.

**BOARD PRESIDENT JOE STEVENS**

Also, Board members, we are going to dispense a little bit with our very working policy of kind of raising your hand. Let me acknowledge. You feel free to jump in and just be respectful of your colleagues. I think that will help us move the conversation along.

**BOARD SECRETARY ANNE MILLER**

Okay. When you say that it can be worked out as far as the planning time – worked out non-financially?

**LIBERTY ELEMENTARY SCHOOL PRINCIPAL KRISTIN CORRIVEAU**

There are some options that we have discussed that would work. It would, of course, require some negotiations with LEAD but, you know, there are ways to adjust that middle-of-the-day time that would allow the teachers to have their plan time without having a financial impact.

**BOARD MEMBER CHRIS STANTON**

What's the requirements for phys ed at the K through-3 level?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

There's no requirement.

**BOARD MEMBER CHRIS STANTON**

None to the state?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

For kindergarten there's no requirement.

**BOARD MEMBER CHRIS STANTON**

Okay. What about first, second and third?

**RICK JOHNSON, HIGH SCHOOL DIVISION HEAD PE & HEALTH**

Hi, I'm Rick Johnson, Division Chair for PE and Health (*garbled*) High Schools. There is a requirement for elementary physical education and it is every day. but I believe that the District has a waiver for that and I'm not exactly sure what that waiver entitles, what they are teaching now. but the State of Illinois does require physical education. The State also has a waiver at the high school basically because of the schedule, the 90-minute walks so kids do not typically have physical education every day of the year, but either every other day or every day for 90 minutes for one full block turn. So it works out the same. But for elementary it is required for everyday PE.

**BOARD VICE PRESIDENT KAREN ROECKNER**

But not kindergarten.

**RICK JOHNSON, HIGH SCHOOL DIVISION HEAD PE & HEALTH**

Not for kindergarten.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So, I'm sorry. It was Rick? So at the high school level – are we done with kindergarten? Can we ask another PE question?

**BOARD PRESIDENT JOE STEVENS**

Sure.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So at the high school level, as far as PE, because we've had other suggestions, are there waivers for our students who are in sports to use the sport as a credit versus go to PE class?

**RICK JOHNSON, HIGH SCHOOL DIVISION HEAD PE & HEALTH**

We don't use that in District 300 at this time. Each principal has the option to look at each individual case and offer a waiver based on whether they think the reason is appropriate or not. But to my knowledge and my conference with all the high school principals, none of them do that for athletics.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. I know that other school districts do do that. Have we ever looked at that program? Ever? Are our principals sitting in the audience? Have we ever looked at that?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Years ago we had a policy where we did do that a long, long time ago, but it was in the day when we were on an eight-period day and we had study halls where we would have somewhere to put those students that did not impact staffing. And so there was a time period in the school district's history where we did that, but it was well over a decade ago and since going to the block schedule we have not done that and have not gone back to that system. No.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I'm assuming, Mrs. Roeckner, you are asking that question thinking that if those were exempted we could have less teachers required.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Well, it was a comment that somebody said to me and I know the students would then have to go someplace. Obviously, we would realize that.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

First of all, we value our PE and the students getting the activity whether it's only for a half year or every other day if they re in music, band, orchestra or chorus – they are every other day – or if they're an (garbled) student they are every other day all year. But the other side of it is that staffing ratios the way they are set up. Staffing ratios and PE classes are 45 to 1 and staffing ratios (garbled) rest of our classes are anywhere from 24 to almost 30 to 1. So you would actually have to have more staff if you did not have PE options than if you did not have PE, and PE is a valued part of the overall day of the students. So it's something that has not been talked about nor considered by us, and there is a rather arduous labor process as well from the state.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I value PE. Some parents have asked that question so I just want to make sure we clarify what we do and what we don't do in District 300. So, I appreciate that.

**SUPERINTENDENT DR. KEN ARNDT**

But to clarify. We did waive phys ed for Rockne Brubaker, who was training for the Olympics. That was a waiver.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Absolutely. And there are others in very rare circumstances where let's say you have a student who needs X number of academic courses to qualify for a scholarship or qualify for entrance into a certain college program and by working with various colleges there are times when we will waive a PE requirement for a student. That has happened before. Yes.

**BOARD SECRETARY ANNE MILLER**

I think we also consider waivers for PE for students that were in the Tech Prep Program at ECC that were not in the high school buildings long enough to have PE.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Absolutely. In program issues such as that you are absolutely correct. That can happen. Yes. And it's by a case-by-case basis. Yes.

**BOARD MEMBER DAVID ALESSIO**

Is there a minimum required number of minutes PE at high school? I mean I would rather not cut PE at any level, but looking at kindergarten at 40 minutes and high school with over three hours a week it just seems kind of unbalanced.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

If you take it all year long ... In other words they take two blocks half of the year, so it really translates to 45 minutes daily if we were doing it every day or 90 minutes for half of the year. It falls within the parameters probably of what the state would accept as being an appropriate day of physical education.

**BOARD MEMBER DAVID ALESSIO**

I just wondered if maybe three terms instead of four would still average out to the same amount, but I didn't know the number of minutes.

**BOARD VICE PRESIDENT KAREN ROECKNER**

It would throw the block, though.

**BOARD MEMBER DAVID ALESSIO**

I know. Short classes.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Currently the way we run the system, it's twice a year. Two terms they would take PE per school year. They do not take three, they only take two.

**BOARD MEMBER DAVID ALESSIO**

Or 3 AB. Something like that. Just curious.

**BOARD SECRETARY ANNE MILLER**

It sounds to me though at high school not taking PE is going to have a financial impact because we have to put those students somewhere in a higher student/teacher ratio class. So they have to go somewhere.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Exactly. It's not like they wouldn't be in school and we do not have that study hall structure nor would we propose in any way, shape, or form that we go back to it. So the reality is that the staffing ratios in the regular classes being approximately 30 to 1 you need one and one-half staff members per every PE staff member that you have because of the nature of the environment in which they are in.

**BOARD MEMBER CHRIS STANTON**

I kind of wanted to go back to the elementary for just a second. And I'll make it as a generalized comment on the sheet. I'll get to my question to you. It would be nice to see the backup material – it's extremely difficult to make decisions off of a spreadsheet without all the backup material that's related to some of these things. When we get into talking about cutting janitorial staff and all of these other things, there's got to be some other document that made these line items. It would be nice to get all those documents.

But going back to the kindergarten kids, in your opinion, what is the educational impact to those kids by not getting the music or not getting the PE?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

You want my personal opinion?

**BOARD MEMBER CHRIS STANTON**

You're a principal. Yes. That counts.

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

The kids coming to us not having an academic background that they need. The increase in the core instruction would not be a bad thing for them.

**BOARD MEMBER CHRIS STANTON**

Okay.

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

The time it takes the kindergarten students to line up and get to gym, the time it takes to get them rolling, I'm not sure how much (physical) activity they get. I know it's beneficial to have PE. But in kindergarten, it's time consuming and they are only there a half day, and they do need the core instruction.

**BOARD SECRETARY ANNE MILLER**

Does that hold true with music as well as PE?

**LIBERTY ELEMENTARY SCHOOL PRINCIPAL KRISTIN CORRIVEAU**

Yes. I would say so. You know, in certain cases - as Craig mentioned - one of the issues is the transition time. For example, in our building our music class is upstairs, so to get those kindergarteners upstairs and on their way takes even more transition time. So certainly there are some educational benefits. A lot of our music teachers do incorporate academic skills into their lessons, but we would be able to capture some core academic time if we did not have those.

**BOARD SECRETARY ANNE MILLER**

One of the groupings, if you will, of comments that we received from the public – and I can't really discern if they were staff or non-staff members – was the importance of elementary PE and elementary music. And it seemed like most of these comments were coming from elementary parents, and I can understand that. But there were also comments that related to elementary music as being important as far as functioning in the brain and getting better math skills, or that not everyone needs the core academics. You know, the “whole child” experience. How would you address that?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

I would agree. It's a cut. It's something that we wouldn't recommend losing the music and PE, but if we have to.

**BOARD SECRETARY ANNE MILLER**

Okay. If I can paraphrase: So you say if you had to lose it, you can make a “good” out of the loss?

**PERRY ELEMENTARY SCHOOL PRINCIPAL CRAIG ZIELENIEWSKI**

That's a good way to put it. Yes.

...

**BOARD MEMBER CHRIS STANTON**

Have many of the parents come up to you and talked to you recently about the cuts in PE?

**LIBERTY ELEMENTARY SCHOOL PRINCIPAL KRISTIN CORRIVEAU**

Surprisingly, no. I know Dr. Arndt has received emails that he's forwarded to us. But as far as parents specifically talking, neither of us has had anyone.

...

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any topic is fair game, Board members. Feel free.

**BOARD VICE PRESIDENT KAREN ROECKNER**

One of the comments was about the temperature setting. And I was wondering if we've had any other information provided to us? I know that in some of our schools some of the rooms are really hot and in some of the schools the rooms are really cold. Sometimes I don't know if it's consistent.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Maybe we can start by asking Mr. Ulm, "What is the standard in our schools and is it different building to building?"

**SUPERVISOR OF FACILITIES DAVID ULM**

No. We have a district standard of 68 to 74, and we allow the classrooms to choose their own setting within that range. And what we're proposing is to tighten that range to 69 to 73. Temperature is relative. Everybody has different points that they (prefer).

**BOARD PRESIDENT JOSEPH R. STEVENS**

Doesn't the State mandate a minimum of 68<sup>o</sup>?

**SUPERVISOR OF FACILITIES DAVID ULM**

During the class, yes. Overnight we let it go back to 65.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Okay, but when you say 68 to 74, what's wrong with 68 to 70? That's a two degree spread. That's usually what it takes to kick in.

**SUPERVISOR OF FACILITIES DAVID ULM**

That's pretty tight. It's going to be very difficult to make everyone comfortable at 70<sup>o</sup>. There are a lot of people that are still very cold at 74.

...

**SUPERINTENDENT KEN ARNDT**

Mr. Ulm, can you explain exactly how we can control this, because people think it's like your thermostat at home. So how can you actually control all this heat and cooling in all of our 28 locations?

**SUPERVISOR OF FACILITIES DAVID ULM**

Well, it is extremely difficult. We do have probably ten different types of HVAC systems within our 28 buildings. Most classrooms do have their own thermostat with an adjustment they can control. Behind the scene, we have set those limits to 68 to 74. So if they turn it up to 80, it's really only going to 74. If they turn it down to 65, it's really only going to 68. But the majority of our classrooms, the temperature is set by the custodian or the building manager at a central computer and so the teacher has to make the request to change the temperature. And unfortunately, what happens is when someone feels warm and they get frustrated because the temperature is not cooling off for them, they will open a window which only exasperates the situation because the cold air hits the unit on the wall and tells it to put out heat because it's cold in the room. So we have spent the last five years trying to convince people to communicate with us via our comfort surveys and let us know when their temperatures are not satisfactory and we'll do what we can to make an adjustment. Unfortunately, in a commercial setting it's not like your home where when you turn the temperature within an hour the room has changed for you. Sometimes it takes a little bit longer. We do have 28 children putting off 5,000 watts of heat after they come back from PE, so luckily we're cutting (kindergarten) PE.

*Transcriptionist Note: Laughter from audience and Board members.*

**BOARD PRESIDENT JOSEPH R. STEVENS**

That's going to be on the record, you know.

**SUPERVISOR OF FACILITIES DAVID ULM**

I'm sorry. So again, there are so many variables involved in these systems. These are commercial systems and so when our children come back from PE – or they come back from lunch, or they've been sitting there for four hours, and the temperature is not changing in the room, but you are feeling colder because you haven't gotten up and created any body energy or any heat energy – things change. We are all experiencing temperature changes here right now. Since the meeting started, the temperature has probably gone up 2°. I'm feeling warmer, I'm about to unzip my sweater.

**BOARD SECRETARY ANNE MILLER**

I'll take it up here. I'm a little bit cold.

**SUPERVISOR OF FACILITIES DAVID ULM**

Okay. That's why we made a wide range. Now we have experienced drastic savings in our energy by limiting the set to 68 to 74. There have been studies – Michigan State went to a four-day work week in all of their offices and they realized a 15% savings on their energy usage by going to four days. There have been other studies in the State of California, and we all know what their energy is like, where they lowered their temperature by 2° and saved 15% on their electric bills. Now, what we're proposing is to save money both on our gas bills and our electric bills.

**BOARD PRESIDENT JOSEPH R. STEVENS**

And what temperature again are you looking to hit as a high?

**SUPERVISOR OF FACILITIES DAVID ULM**

73. So instead of you being able to heat up to 74 you can only heat up to 73. Instead of being able to cool down to 68 you can only cool down to 69. In the summer, in the winter. Now granted, if you want to keep it at 68° in your classroom in November. It's not costing me anything to make that happen because I don't have to apply heat.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I guess I'm just wondering. Again, the State recommends 68 to 72.

**SUPERVISOR OF FACILITIES DAVID ULM**

Well, that's a recommendation. It's not a law.

**BOARD PRESIDENT JOSEPH R. STEVENS**

No, it's not a law, but 1° makes a big difference.

**SUPERVISOR OF FACILITIES DAVID ULM**

It does make a big difference.

**BOARD SECRETARY ANNE MILLER**

Okay. I have a question. If it's 68 to 70 ... in the summertime does that mean you can set your air conditioning so that your classroom is at 68°?

**SUPERVISOR OF FACILITIES DAVID ULM**

You can.

**BOARD PRESIDENT JOSEPH R. STEVENS**

You can, but they wouldn't. What would your summertime targets be?

**SUPERVISOR OF FACILITIES DAVID ULM**

It would go to 69.

**BOARD SECRETARY ANNE MILLER**

It would go to 69.

**BOARD PRESIDENT JOSEPH R. STEVENS**

You would have your summertime temperature at 69?

**SUPERVISOR OF FACILITIES DAVID ULM**

If a teacher preferred her classroom at 69 or his classroom at 69, yes, they could do that.

**BOARD SECRETARY ANNE MILLER**

If you had that range, that's what you would have.

(Transcript continues next page. Scroll down.)

**BOARD PRESIDENT JOSEPH R. STEVENS**

But you wouldn't have a summer range and a winter range?

**SUPERVISOR OF FACILITIES DAVID ULM**

No. The temperature is the 68 to 74 is what we have year around. Now granted, when there is no one in class, in summer if school is unoccupied, we set back to 65° and 78°.

**BOARD SECRETARY ANNE MILLER**

But going to Mr. Stevens' point, is there any way of having a winter control and a summer control? I mean we're in winter so when we're thinking 68 to 74, we're thinking cold, heat, whatever. But 68 to 74, 68, 69, 70, I know I might be the only one, but I think that's kind of cold in the summertime to set an air conditioner. We had a gentleman just talking in here now that in the summertime he has it at 78.

**VOICE FROM AUDIENCE**

76

**BOARD SECRETARY ANNE MILLER**

76.

**VOICE FROM AUDIENCE**

*(garbled)*

**BOARD SECRETARY ANNE MILLER**

Now, see, I would love that. In the summertime I think that's great, but that's not an academic setting.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I think the question is the range 69-73 not constrictive enough, or maybe should we look at something a little less in the summer? Can you vary it from the summer to the winter, or is that not an option?

**SUPERVISOR OF FACILITIES DAVID ULM**

Yes. we can. We can do just about anything.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So the other comment, and we can talk about the range, but the comment about shutting down during selected holidays, you brought that up. But during our two-week break and spring break, we still have people in those buildings, so does the range change when we just have staff and not students?

**SUPERVISOR OF FACILITIES DAVID ULM**

Well, we separate the administrative offices because they are twelve months, so they are on a different temperature schedule. Now their range is still 68 to 74.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I see.

**SUPERVISOR OF FACILITIES DAVID ULM**

But when we go unoccupied, say over winter break, the building now goes unoccupied so classrooms are now only going to heat up to 65°. Okay. Or if it were the summer they would only cool down to 78. Anything higher than 78, we're going to be looking at indoor air quality issues. And anything lower than 65 we could be in danger of freezing pipes.

**BOARD VICE PRESIDENT KAREN ROECKNER**

We do that now so ...

**SUPERVISOR OF FACILITIES DAVID ULM**

We do that right now.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So there's not a savings involved that was listed on our sheet: Shut down the District.

**SUPERVISOR OF FACILITIES DAVID ULM**

*(garbled)* ... savings since our energy efficiency program started.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So this item on the sheet "Shut down the District during standard holiday periods". Was that meant for something else? Am I missing something?

**SUPERVISOR OF FACILITIES DAVID ULM**

That's if we were to have furlough days over those periods.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. All right.

**BOARD PRESIDENT JOSEPH R. STEVENS**

The savings that would be generated if the temperature changes were made, are those over and above the savings that you're already anticipating based on the Johnson Control Program?

**SUPERVISOR OF FACILITIES DAVID ULM**

Right. I was extremely conservative on that \$400,000. Again, the study suggested that it was 15% for every degree. Our utility bills are about \$6 million. I chose 7 ½% for the two degrees just so that we wouldn't be shooting ourselves in the foot by saying we could save a million.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I guess I would like to have you look, and I'm not asking you to decide tonight or anything like that, but I would love to have you look at some of the state guidelines for public building temperatures. And I think 72 is on the high end. It is the high end in the winter and 69 to 72 in the summertime I think is way too low. It should be much higher.

**SUPERVISOR OF FACILITIES DAVID ULM**

I can tell you right now that most of our grade schools, the older schools, the schools that were built prior to 1980, Parkview, Lakewood, Golfview, the majority of those classrooms are set between 72° and 74° and they are still complaining about being cold and it's not them. It's just the nature of

**BOARD PRESIDENT JOSEPH R. STEVENS**

I'm talking about summertime temperatures. If you have to turn on the air conditioner, I don't think you should be able to get it to 72. I think more like 73 to 78 would be what the state would recommend a public building should be set at.

**BOARD SECRETARY ANNE MILLER**

I think 78 might be a little bit too high for kids trying to, but

**SUPERVISOR OF FACILITIES DAVID ULM**

We can absolutely do it.

**BOARD PRESIDENT JOSEPH R. STEVENS**

All of us are going to have an opinion and that's why I am asking you to look at what the state guidelines are for public buildings.

**SUPERVISOR OF FACILITIES DAVID ULM**

So then I'll make the decision, or ?

**BOARD PRESIDENT JOSEPH R. STEVENS**

I think you should give feedback through Dr. Arndt, so that we know what the state guidelines are and how close we are to it. But I'm also aware that I don't want a little kid sitting in class shivering and therefore can't study either.

**BOARD SECRETARY ANNE MILLER**

Or sweating.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Well, sweating I can deal with a little bit, but not shivering.

**BOARD SECRETARY ANNE MILLER**

There's something to be said about layering.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So when we do have issues where we have that major consistency, because I do recall my students at Jacobs High School saying that it's always warm. They never need a sweatshirt because they are always hot. And so is there anybody that walks in and out of these classrooms regularly or once a quarter to say, "Wow, this is really way off and have we done anything about this" or is it only the request of the teacher to fill out a form that said "It's always way too hot in this room."

**SUPERVISOR OF FACILITIES DAVID ULM**

We encourage anyone at any time to come to a Building Manager or custodian and make a complaint to request that something is adjusted or looked at.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**SUPERVISOR OF FACILITIES DAVID ULM**

We do offer once a month for people to make their opinion known. Sometimes people are afraid to come and say "I'm too cold," or they are afraid nothing can be done about it, so they may not come forward. So we ask them and then it gives them the opportunity to let us know. But do we have a regular walk through of every classroom? Some of our schools can handle that, some of our schools can't.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**SUPERVISOR OF FACILITIES DAVID ULM**

We have over 100 classrooms at our larger schools.

**BOARD VICE PRESIDENT KAREN ROECKNER**

No, I realize that.

**BOARD MEMBER CHRIS STANTON**

Do we have all the buildings balanced now from the construction? I mean Westfield seems to be the one that keeps coming up – it's hot on both sides of the building.

**SUPERVISOR OF FACILITIES DAVID ULM**

That was a mechanical problem that has been worked out.

**BOARD MEMBER CHRIS STANTON**

Okay.

**BOARD SECRETARY ANNE MILLER**

When you come back with the information Mr. Stevens asked for, can you come back with showing us if there was a winter rate and a summer rate and if that would make any difference in a cost savings?

**SUPERVISOR OF FACILITIES DAVID ULM**

Well, it's simple math.

**BOARD SECRETARY ANNE MILLER**

Well, I'm just going to let you do the simple math.

**BOARD MEMBER CHRIS STANTON**

Can I make just a small suggestion there? And again, it's nice to see one line item, but if you brought back a spreadsheet and said to Ken "Here's my options – if it's this delta you save this much, if it's this delta ..." and you can make those variances in those temperatures based on winter or summer or however you want to do it. But if you just had a spreadsheet that says, "Oh, wow, we can maybe save a million and a half dollars doing this or doing that," that's fine and then let Ken make the recommendation on the final. Then that way everybody's not going to tell you what temperature we want all the rooms in.

I will go on record. One of the things we talked about in Finance (Board Committee) – and (Dr. Crates) Cheryl was pretty I'll say "stern" about this – is that there's been a huge effort in trying to get the room temperatures I'll say "adequate" using an accounting term for the teachers throughout the District, and that there are far less complaints with them having the ability to adjust the rooms at the current rate. Now I don't know whether that makes teachers happy, angry, or whatever, or if it's conducive to learning or not.

**SUPERVISOR OF FACILITIES DAVID ULM**

Well, if you think of it in terms of not having a thermostat control in your office at work, you're much happier if you can get up and turn it up or turn it down rather than being at the mercy of someone being at a remote desktop. Mentally you feel like you're at someone's mercy. Yes, there's a lot to be said for giving people the ability to regulate their own temperatures.

So, yes, I'll do a spreadsheet listing temperatures between that range on winter and summer and see what we can do as far as saving dollars, but, again, keeping in mind that it's speculation, it's not a guarantee.

**BOARD PRESIDENT JOSEPH R. STEVENS**

There's a lot of speculation in all of this, Dave. We understand.

**SUPERINTENDENT DR. KEN ARNDT**

Mr. Ulm. You went too fast. A of people think, "July, no kids, shut everything down." And you said air quality. You have to explain what we mean by air quality.

**SUPERVISOR OF FACILITIES DAVID ULM**

Absolutely. You've got mold. That's it – mold.

**BOARD MEMBER CHRIS STANTON**

You can't shut a building down.

**SUPERVISOR OF FACILITIES DAVID ULM**

Absolutely not.

**BOARD MEMBER CHRIS STANTON**

Because you can't bring the intake of the outside air and so forth. I mean you have to have the air circulating, but you can adjust the temperatures based on the seasons so that you don't run into those problems.

**SUPERVISOR OF FACILITIES DAVID ULM**

There are mold spores in the air, right now around us on everything. If the temperature is hot enough and there's enough moisture in the air, it will grow. And then as soon as it dries out it will become, airborne. It's very important now that we can air condition our buildings that we maintain a certain set point and that's 78° when it's unoccupied. The air conditioner is still running in the summer even when the children are not there, it's just that we're not using it as much cooling down to 72, 73, 68.

**BOARD MEMBER CHRIS STANTON**

And just as a caveat: Our current utility rates, are they equivalent of what they were in 2004? So it's not like we haven't done any of this in the past to conserve energy throughout the District, right?

**SUPERVISOR OF FACILITIES DAVID ULM**

Right. We started the program five years ago, and we've gone through all of this.

**BOARD MEMBER CHRIS STANTON**

Okay.

**SUPERVISOR OF FACILITIES DAVID ULM**

I don't think there's any savings to be made by looking at efficiencies that we haven't considered.

**BOARD PRESIDENT JOSEPH R. STEVENS**

You get pretty high marks, Dave.

**SUPERVISOR OF FACILITIES DAVID ULM**

Thank you.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I'm going to switch topics, however, so you're done. Thank you.

**BOARD MEMBER CHRIS STANTON**

Could I ask a different question?

**BOARD PRESIDENT JOSEPH R. STEVENS**

Yes.

**BOARD MEMBER CHRIS STANTON**

Joe, I know your goal is to get it where we vote on this as one sheet and perhaps, and I don't want to tell you how to do it, but it might be easier to just go from top to bottom and get the ones off the sheet that everybody's kind of already in agreement with and deal with – I'm an exception-based kind of guy so if you had to bust it up into two

packages maybe it's the ones everyone agrees on as consent and the other ones that people are having problems with we do as a separate deal. But, I mean, I don't know how you want to do it, but it just seems – I can't keep up with how we're bouncing around the page.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I agree that we might want to take some order to it. But the thought of breaking them up into consent and roll call – Dr. Arndt and I believe we will never reach our goal if we do that or if we have to add things to the list, so that if something is not voted on then something else has to be voted on because the target is not movable. Am I (*garbled*).

**BOARD MEMBER CHRIS STANTON**

And I would suggest that you won't get a Yes vote perhaps if you didn't do it that way, because there's a couple things on here that I would have to vote No for the entire thing because you can't vote No for just one thing.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Then we would have to instruct Dr. Crates and Dr. Arndt to add things to the list that would be put in should something come off because the target is the target. It can't move. That's my concern. I understand your point.

**BOARD MEMBER CHRIS STANTON**

I'll just say, in having come from the corporate world and making cuts, if it's just about a number and not about how constructive the number is, then you vote on it that way. Thank you, Ken, for taking EAP (Employee Assistance Program) off (the list of proposed cuts) of here, because I wouldn't have voted for getting rid of that. But if there's something on here that you just can't vote Yes for, and, maybe it's, I don't know, maybe it's going to be 6-1 and I vote No, but that's fine, too. But if there's enough things in here and there's enough of us that if there's a piece of it that you can't vote Yes for it, you might not get it passed that way. I brought it up before. I just want to bring it up again.

**BOARD PRESIDENT JOSEPH R. STEVENS**

To be honest with you, I'm sympathetic with what you're saying, and I feel a little bit that way myself. But I've put on a little different posture than normal here. All of us have fiduciary responsibilities to the District and I am reminded often that sometimes I step across the boundary and become operational. Dr. Arndt will slap me alongside the head every now and then and say, "That's really not your concern as a Board member." So what I'm trying to do now is reverse that and say "That is not our role as Board members." Dr. Arndt and his staff are making the recommendations. We have to make a financial decision. And that's why I'm going that way. I understand very well what you're saying.

**BOARD MEMBER CHRIS STANTON**

What I'm saying is fiduciary responsibility. Just as a quick example to make my point: Eliminating Janitors, and I know I might not have supporting documents to go with this, but part of your fiduciary responsibility is to protect that investment in those buildings. As you cut corners at that level, and you (Joe Stevens) come from a hospital, the last thing you want to do is cut the maintenance issues to where it begins to degrade. You understand that because of the (hospital) environment you came from. In my business, we made the wise choice to get rid of day porters. They cost us in missed employee time because the bathrooms weren't clean, colds were transferring in the winter time and so forth during flu season. There were things where it looked like a great idea to make that as a cut, but we weren't protecting the investment. We were replacing carpeting twice as fast as we did before we had day porters because we weren't vacuuming as often or we weren't shampooing the carpets. That's why I'm saying. For each one of these things, if we just had the backups so that we can make that intelligent choice. There's a fiduciary responsibility that lies not just with the number, but also protecting the assets.

**BOARD PRESIDENT JOSEPH R. STEVENS**

As Dr. Arndt has offered to do, and I'm sure will do: If there's anything you would like backup (paperwork) on, he will provide it not only to you but also he will provide it to the entire Board, so that we can see that. And if there is something on there you feel would cause you to vote No, I would encourage you to communicate that to Dr. Arndt.

If he hears from enough of us that's how we feel, then he would add something else and maybe take something else off. The point I'm trying to make is the \$6.5 million number - or whatever the number is - is the number. I have to trust that Mr. Prombo has been involved and, knowing what the janitorial requirements are at the schools, has supported this decision in his discussions with Dr. Crates and Dr. Arndt. That's where I'm going.

**BOARD SECRETARY ANNE MILLER**

I think I need a little bit of clarification, then because I understand what Chris is saying

**BOARD PRESIDENT JOSEPH R. STEVENS**

I do, too.

**BOARD SECRETARY ANNE MILLER**

And I understand what you are saying. You're looking at this packet. Clarify for me the purpose of having public input and having discussion regarding these items if this is going to be the package deal that we're going to vote on.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I don't know that. But this is the package as Dr. Arndt communicated to us, and maybe the public is not aware of that, one of the items that was removed from this list was the removal of the EAP or Employee Assistance Program.

Dr. Arndt is in a state of flux and is looking for feedback from us. So if, for example, Mr. Stanton feels very strongly that janitorial services shouldn't be changed, he may make an adjustment to that based upon the feedback and then maybe add something else. So I don't see this as a hard and fast list. I see this as a list of the starting point. But if there are changes, you have to add things.

**SUPERINTENDENT DR. KEN ARNDT**

That is correct. It's almost like a "story starter," and we know which one of these affect specific employees more than others. And so many of these items are going to require negotiations. If we know what the target is, which is \$6 million, then we break it down into the various employee groups, then that is a target. Case in point: Today there was discussion on furlough days. And we know what the target is, however, there was another idea suggested which I can't share in detail yet because the (furlough) committee hasn't met yet, or they will on Wednesday. It will basically say those that make more (in salary) will pay more (in number of furlough days), those who make less (in salary) will pay less (in number of furlough days). That came up, but the target is still going to be the same. It's going to be (\$750,000) in savings. So how do we get to the (\$750,000)? That is the question which we are working out right now.

**BOARD VICE PRESIDENT KAREN ROECKNER**

You can look at it in different ways. I, too, am now in the corporate world and we're now cutting our budgets. But when we look at this list, I think the way I was looking at it tonight was we were having discussion on any item that you have a concern with. So if you have a concern, and I agree, that's my next topic is the maintenance piece. Because I starred the ones (proposed cuts) I have a concern with, to ask the questions, to say "okay, do you have backup, what's the data." So then we can come back and say "you can look at these 60 items we have on a list and go Yes, No, Yes, No." So you kind of feel "where are you on the list" and get back to Ken. I was looking at this more ...

**BOARD PRESIDENT JOSEPH R. STEVENS**

That is exactly what this meeting is for.

**BOARD VICE PRESIDENT KAREN ROECKNER**

... as a working session to ask why -- we have a lot of our staff here -- is to ask these questions so they can explain to us where the thought was behind some of these. Because we have a three-line information sheet that says "This is why we want to make the cut." So that's what I thought we were going tonight: to ask and then to say "no, we're not going there. That's not something we would look at cutting."

**BOARD MEMBER CHRIS STANTON**

That, I guess, was my original point. If you got all the ones off the list and left that alone, that we all agree to ...

**BOARD VICE PRESIDENT KAREN ROECKNER**

I don't know what's off the list yet. I still have like six more stars on here that I want information on.

**BOARD MEMBER CHRIS STANTON**

It would be nice to have a little more detail because there's got to be a financial impact, like, as an example, let's go back to the maintenance on the buildings. It takes a number off the budget now, but what is the long-term risk and what's the associated cost with having done it that way versus the way you were doing it before. Now if you said there's no difference than you'd probably get your tail kicked around the room because you had too many janitors in the first place, you know. I understand you're walking a fine line of "How do I sell this story?" But it's not about selling the story, it's about saying here's what the number is, here's what the pros and the cons are and the associated risk with doing it this way as opposed to trying to pitching a story. To me this is just "Hey, just do it our way." Which is kind of what you said, whatever Ken gives us, we'll vote on it as one package. But if you don't give it that level of detail, we don't know if we screw something up by voting Yes to do that. Long term.

**SUPERINTENDENT DR. KEN ARNDT**

We have a lot of details. So it was just a thought to make this a little more manageable, but I can certainly give you all of the details behind all of this. Most of it comes from the EPRT process.

**BOARD MEMBER CHRIS STANTON**

The things that are in EPRT are fine. But there was a lot of management ... eliminating maintenance in the buildings wasn't part of EPRT per se.

**VOICES FROM AUDIENCE:**

Yes, custodial cuts did come from EPRT.

**SUPERINTENDENT DR. KEN ARNDT**

Would you please step up to the microphone?

**BOARD VICE PRESIDENT KAREN ROECKNER**

So who can address the building maintenance items?

**BOARD VICE PRESIDENT KAREN ROECKNER**

Cheryl or Mike?

**BOARD VICE PRESIDENT KAREN ROECKNER**

The two questions I did have, if we could have that on the table, would be if we remove the staff which is the suggestion on Item Number 55, I think, on our list. It says, "a reduction of 11 less custodial staff," and it gives the schools it would affect, "would decrease the ability to clean areas daily, less time would be spent on monitoring safety, security, etc." So, if we did that, what would that mean, as well as the no substitutes when a custodian is out for an extended period of time? Does that mean parts of the building would not be cleaned at all; does that mean someone else would have to cover that, what does that mean to our schools?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Well, the normal maintenance and cleaning would be done, but then we would do certain things every other day like Chris is alluding to the carpet sweeping or whatever. And so at some point in time, it will start to degrade. We use an industry standard of 21,000 square feet per school in order to staff the custodians and we're right at that level at all of the schools. But to get to the 10% cut, we did take a majority of them away from the high schools, one or two custodians per high school because that is where we have the most custodians and, also, we wanted to make

sure all the elementary schools had at least two custodians. And then we also had to look at the programs that some the schools might have or an extra custodian just based on pre-school kids such as at deLacey where you would have more of a time cleaning up after the kids.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Mike, are you supportive of these cuts?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Not really, but it's doable for this year. But again, you might see a degradation at those schools. I think there are six or seven schools we had listed.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Are there areas under your control that you believe would be better targets for cuts that wouldn't have a negative impact but that would achieve the same goal?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

I believe custodial care is the best option at this time and we can live with it.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Okay.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So what would our square footage go up to per custodian if we're now at 21,000 - what would we go up to?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Well, it's in the EPERT packet (garbled). But again, that's only at the seven or eight schools that are targeted. The other schools maintain their square footage.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So we had ten schools targeted, Jacobs, Crown, Hampshire, CMS, Lakewood, Liberty, Hampshire – I think that's elementary, Sleepy Hollow, Newbert, Lincoln Prairie. So those schools have an extra custodian?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

They don't have an excess, but would go down from four custodians to three and one-half. They should have four from the way the square footage goes, but those are the ones that had a little bit wriggle room.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So the downside of this would be we would begin to see issues with things we could not get to over time if we did this over a long period of time we, obviously, would have more maintenance issues

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Right.

**BOARD VICE PRESIDENT KAREN ROECKNER**

because we would have to replace things sooner because we didn't get to them.

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Right. We're going to hold them at the same level of cleanliness. But, again, you know how that's going to run in the long run.

**BOARD VICE PRESIDENT KAREN ROECKNER**

And what trouble does it cause when you say “no substitutes” when a custodian is out? Does that mean then that nobody goes to do that person’s job? Is that what that would mean then if we don’t have any substitutes?

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Right. We’re going to try to mitigate that and try to get the three custodians back. Dave and I are looking at that.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**DIRECTOR OF OPERATIONS MIKE PROMBO**

But if we have to get rid of the three subs, then we’ll probably have to pull them from the high schools.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So we have three subs.

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Right. And we use them all the time.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**SUPERINTENDENT DR. KEN ARNDT**

What would we do for lunch periods then if we needed a sub? Obviously, we’re going to have to get the lunchrooms clean.

**DIRECTOR OF OPERATIONS MIKE PROMBO**

Well, they’ll still be there for lunch time. There will always be coverage during the day.

**BOARD MEMBER CHRIS STANTON**

I want to apologize. Inside the EPRT, and maybe I didn’t see it, it listed all the risk of doing this? I mean, you’re managing the facilities and Cheryl’s managing the facilities, but does it list all the risks (of proposed cuts)? Because I didn’t see the risk. I would just like to know what the risks are if we make these cuts.

**BOARD MEMBER CHRIS STANTON**

It’s more anecdotal, but Dave can talk about what would happen at the schools if we decrease the custodians.

**SUPERVISOR OF FACILITIES DAVID ULM**

Sanitation wouldn’t change. So our bathrooms, our push plates, our drinking fountains – they would get the same level of cleaning that they currently get. What would change would be our housekeeping. Vacuuming carpets – instead of doing every classroom every night, it would be one side of the hallway one night, the other side of the hallway the next night. Garbage pails would always be cleaned. Desktops would always be wiped down and sanitized. None of that would change. It would strictly be in housekeeping. If we were to lose the three sub custodians - we currently have three sub custodians that work out of my group and they are always out on assignments. Since the start of the school year, I’ve had a sub custodian back in my crew a total of five days for the three people. So they are always out in buildings replacing people that are out sick, on leave, or on vacation. If a daytime custodian were to call in sick, we would not have someone from Central Office to go. We would have to pull in a night custodian from their regular shift to come over or possibly bring someone over from a different school. That is a negotiated term that if we could bring a night custodian from a high school over because the high schools tend to have more staff on duty second and third shift.

Maintenance on the building facilities is done by the day custodians and we are not looking eliminating any day custodians. It is all night shift. So I don't see a problem with HVAC or electrical maintenance due to these layoffs. It would strictly be more wear and tear on carpets.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I would like to ask (Chief Financial Officer) Dr. Crates to step up here. I want to ask you a question, if I could. Knowing that all these areas are under your area of responsibility, and also coming from the corporate world, I know that when you do some things like this not everything works out as predicted. Are you prepared to make adjustments as things go along if you see something taking a further deterioration than you had anticipated or one that is not recoverable? Do you have a thought in mind that you would be monitoring it like that?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

Absolutely. You would absolutely need to do that. And again, we've always had an industry standard that we've used. The Board hired in '04 an outside group to come in and analyze our custodial cost against industry standard. That's the standard we took. For allocation purposes, we do have a spreadsheet that Mike developed to show where these reductions would be and what the square foot behind each would be. Easily given to you. There's a bunch of statistics that Mike has right here from his EPRT package that were presented and discussed with the EPRT presentation of buildings and grounds. But the whole Board doesn't see those full EPRT presentations; just the EPRT committee sees those.

**BOARD PRESIDENT JOSEPH R. STEVENS**

They see the packets. They don't see the -

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

Yes.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Right.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

They don't get the presentation.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Okay.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

And again, it was a 10% reduction to this particular area, which all administrators vote on, and that was an EERT reduction that hit the list when we had to go down that far for that kind of reduction.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Other questions related to that? Mr. Stanton have you got other hot buttons? We would be glad to talk about them.

**BOARD MEMBER CHRIS STANTON**

No. I have to take a break. I have a headache.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. I have a question.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Go ahead.

**BOARD VICE PRESIDENT KAREN ROECKNER**

On the assistant principals, there was an item on here – assistant principals at Liberty, Perry, and Gilbert. At what point do we look at adding an assistant principal? Is that a number? When the student population is so

**SUPERINTENDENT DR. KEN ARNDT**

You're right. It is a number and it also depends on the types of students that are in that school.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**SUPERINTENDENT DR. KEN ARNDT**

So those who have special needs, they have a higher ratio or average. That topic also came up today in Staff Meeting. Gilberts Elementary does indeed qualify for an assistant principal, but we also have an assistant principal at Liberty. So the question is going to be, do we keep it as is or do we split it 50/50? That has to be discussed with the building administration there. But likewise, Westfield. These are all value judgments. The problem we have usually with cuts is that people say, "well, if we're going to cut it is must have never have been worth it in the first place." That is not correct. It's like asking, "okay, who do you like better the brother or the sister?"

**BOARD VICE PRESIDENT KAREN ROECKNER**

Right.

**SUPERINTENDENT DR. KEN ARNDT**

What's more important? Custodial services or math instruction? That's what we're talking about. So that's why these things are on the list because you had to make the cut somewhere. So getting back to assistant principals, again, we have a ratio just like everything else. Yes, we need them. But by the same token, how can I keep hiring administration when we're looking at lack of custodial services.

**BOARD VICE PRESIDENT KAREN ROECKNER**

No. I understand. I was just kind of curious what the ratio was and is the ratio part of the EPRT, Carol? I'm not sure on this.

**SUPERINTENDENT DR. KEN ARNDT**

Mr. Light do you remember the ratio for assistant principals?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

It's 750 at the elementary level. When you get an assistant principal, that's the number. We run those statistics every year. Kids go up and down. We also do some weighting for special ed and other programs in each school. But weighted students count 750 for an assistant principal.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So those schools are over 750?

**SUPERINTENDENT DR. KEN ARNDT**

Yes.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

There are 804 scheduled for Gilbert, which is weighted with its special ed.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I see. Thank you. And then the other one that was out there was Hampshire. And Chuck, what divisionals do we currently have at Hampshire?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Currently we have two divisionals. We split one in language, arts, and social studies and we split one in math and science.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. And so the one that was on the sheet was going to go to

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

We were probably going to make that CTE more than anything else, so it would have taken in Business, Industrial Arts, Art, and Family and Consumer Sciences. That's probably where we would put it.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**BOARD MEMBER CHRIS STANTON**

Chuck, if you don't get that position is there a way to borrow (a divisional) from Jacobs? Do they have a CTE divisional head?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

They do have a CTE divisional head. Our plan would simply be that the observations of the staff that we would hire in those areas, as we do it know, would be done by myself and Dr. Steffen, our Assistant Principal. And we would just continue to pick those up and just would not have the benefit of having a content expert working with these (teachers). They would get more of a generalist like me or Dr. Steffen, rather than more expert direction in their instruction and their abilities with the pupils in the classroom.

**BOARD MEMBER CHRIS STANTON**

But if they benefited from that divisional head, is there a way to borrow that one for some assessments, or no?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Both of those (other D300 high schools) are pretty much at the quota they should be at. Because of the size of the buildings, those divisional really have a full load already at both of those schools (Dundee-Crown and Jacobs). It probably would not be beneficial to try to do something like that.

**BOARD MEMBER CHRIS STANTON**

Okay.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I have a question on Item No. 50, which is Counseling Services. And I noticed that it's a reduction of three counselors and the question that I would ask, Dr. Arndt, is will schools that are in restructuring be treated differently and spared cuts of first things that are critically important like counselors?

**SUPERINTENDENT DR. KEN ARNDT**

That would generally be my recommendation but it has not been discussed with the administration yet. But yes, Dundee-Crown High School because of its status right now is going to be spared as many of the cuts as I can possibly make.

**BOARD PRESIDENT JOSEPH R. STEVENS**

If it would be helpful for you to get a sense of the Board, you know, between now and February 22, you might want to ask us because I'm sure we're all ready to weigh in to support that.

**SUPERINTENDENT DR. KEN ARNDT**

Well, this has been past practice. Carpentersville Middle School is a prime example. We were going through the same budgetary constraints in 2004 and this building was basically sanctioned and that's how they got off the list (for some cuts).

**BOARD VICE PRESIDENT KAREN ROECKNER**

So if we're going to look at three counselors, so those three counselors would come from where?

**BOARD PRESIDENT JOSEPH R. STEVENS**

The rest of the system.

**BOARD VICE PRESIDENT KAREN ROECKNER**

From Jacobs and Hampshire?

**BOARD PRESIDENT JOSEPH R. STEVENS**

We haven't identified them yet. They would be from the rest of the system.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Oh, I see. What would our high schools do with fewer counselors? Because I know we are already strapped at our schools with counselors.

**SUPERINTENDENT DR. KEN ARNDT**

It will be a major problem with schedule changes, college transcripts.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Barbara, do you want to speak to that?

**SUPERINTENDENT DR. KEN ARNDT**

That's the reason we added them in the first place.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Right. I know. Okay.

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

Sure, because that's a tough area that I'm working with on this reduction in school counseling staff. And as Dr. Arndt had indicated, with your question, too, Mr. Stevens, that Dundee-Crown High School and Carpentersville Middle School, both under the restructuring, they are the only two schools with additional counselors other than Jacobs. And Jacobs has purchased (its) extra counselor out of (its) own school budget. I'm at about 1-2 FTE's so far in that area. I think I have to go back to the drawing board to look at whether there are any possibilities that we can combine some school services with other school services which will put us down 2. Right now there's a guidance of caseloads in the LEAD contract that we are looking at and that we have to consider and that puts us down to very, very close, tight caseloads. So I have a little bit more work to do on that knowing the elimination is going to be from the other buildings, the other sites.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So what is our current caseload in the high schools for counselors?

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

650.

**BOARD VICE PRESIDENT KAREN ROECKNER**

650 per one guidance counselor?

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

And 350 at the middle school. No I have it backwards.

**BOARD VICE PRESIDENT KAREN ROECKNER**

You have it backwards? I'm sorry. So it's ...

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

350 students at the high school for one counselor, and 650 for one in the middle school. That's just according to the LEAD contract. The State doesn't really have any guidelines on that.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I see. And at 350 do they see every student some time during that one year?

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

Yes. It is their goal to do that.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Their goal is to see the student at least one time during the school year to help those students besides them coming in and asking for help.

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

Right. The way they set up the program and they are trying to - they are actually doing a good job at using the ASCA model, which is the American School Counseling model, which is recommended and so they are working towards that. They may see them often sometimes in a smaller group versus individual.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. All right. Thank you.

**DIRECTOR OF PUPIL PERSONNEL SERVICES DR. BARBARA KELLEY**

They are also now providing a lot of services with RtI and PBIS as well.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Sure. Right.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I also think, and Dr. Arndt I don't want to put words in your mouth – correct me if I'm wrong, but the goal here is to try to not impact the student any more than is absolutely necessary and share the pain pretty much across the District.

**SUPERINTENDENT DR. KEN ARNDT**

That is correct.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Sherrie, which leads me to you: Nurses. I see on here that it says there are no retirements and, therefore, no savings. I would still like to specifically know legally what is required to be done by an RN versus an LPN and if we could have that discussion in time for the February 22 Board meeting that would be helpful. Because I would welcome you to prove me wrong, but I still believe much of what we do could be done by a lesser trained staff at lesser cost. That doesn't mean that we couldn't keep the same employees, but it might mean we would pay them differently because we don't need RN's. That doesn't mean we don't need RN's somewhere, but do we need them everywhere we have them. So I would ask that you look at that. ... Mrs. Roeckner?

**BOARD VICE PRESIDENT KAREN ROECKNER**

So in the middle school – I don't know if we have any middle school principals here. But on Item 41 where it says "Exploratory 6 through 8," we would limit those offerings. What would we do with those students? Can someone answer that question? Would we have to have different teachers at different levels?

**BOARD PRESIDENT JOSEPH R. STEVENS**

Mr. Hay will answer that question.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Mr. Hay, where would those (middle school) students then go if they are not in Exploratory?

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION TOM HAY**

Clearly, we have standardized the Exploratory Program in the last five years.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Right.

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION TOM HAY**

We have also added the AVID Program which takes children out of the Exploratory without adjusting the number of Exploratory experiences those non-AVID students receive. Additionally, we have, I believe, two sections of Spanish running that is the same situation. Those class sizes have gone down. We would have to review projected class sizes and determine whether we could go to three experiences in our Exploratory Program as opposed to four.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. So they still would be in Exploratory, just not so many offerings? I see.

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION TOM HAY**

And probably when you go to three, it becomes a longer experience.

**BOARD MEMBER DAVID ALESSIO**

Would the Spanish program be expanded in the middle school? You mentioned there are only two sections currently.

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION TOM HAY**

The process was not identified for expansion.

**BOARD VICE PRESIDENT KAREN ROECKNER**

And speaking of Spanish, I'm not sure, but Item No. 39. We got a lot of e-mail on this, "the World Language - eliminating upper-level foreign language classes." Could someone tell me what that really means because I'm not exactly sure what that means.

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION TOM HAY**

I think Chuck and I could probably both could address the CTE, the Spanish and the Art Programs.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

We took a look at all three of those reductions: the CTE, the Art and World Languages. The high school principals of Michael (Bregy, of Jacobs), myself and Lynn (McCarthy, of Dundee-Crown) asked to do that universally. We felt that it would be inherently unfair to just say that we couldn't do like Level 5 of all the languages, or that we couldn't eliminate a certain portion of the Woods Program or part of Family Consumer Sciences, or we wouldn't do online accounting, or we would pick various things not all. At this point in the process of scheduling, it is too late to do that. What we asked to have happen is to take those reductions, if approved, and pull those out of our staffing ratios for the building overall. So we would have less staff in our buildings at the high school level and we would

achieve the same reduction, but it might not end up being in upper World Languages. It might not end up being in an art teacher. It might not end up being CTE. But it would be felt throughout all curricula areas rather than trying to target it like that. We felt it next to impossible with the breadth of the curriculum in all of those areas. How could we pick just certain core courses and not offer them without knowing what student interest was and student sign up was? So we asked to have this addressed in a different way. We would get to the number (of staff reductions) and to the reduction in dollars, but it might not tie exactly to a World Language, or to Art, or to CTE.

**BOARD MEMBER DAVID ALESSIO**

That applies to all the subjects – you mean it would be based on enrollment in the class?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

It would be your overall enrollment, all of your classes, your building, your staff and ratio and a certain amount would be taken out from each of the three high schools to get to that reduction in overall staff. Whether it ended up being a World Language teacher, ended up being an Art teacher or being something else, that would be based upon student sign up ... what the kids signed up for at the high schools.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So if five students signed up for something you would say, “Well, we’re not going to look at offering that class.” That would be that reduction that you would look at?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

That would be part of the reduction. Absolutely.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So what if we do all the enrollment and we don’t have any real low-enrollment classes – or do you always have some low-enrollment classes?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

We have some. In all of those areas we have some. Absolutely. (*garbled*)

**BOARD PRESIDENT JOSEPH R. STEVENS**

Mrs. Miller – you had a question?

**BOARD SECRETARY ANNE MILLER**

Would it be safe to say if you took what’s listed on here, the 1.5 CTE, the World Language, whatever, rather than having them separated out like that it is x amount of full-time staff within each building to be eliminated, based on student enrollment in the different classes. The second part of that would be – what do you do with students because my first thought is that you are going to eliminate staff, but you’re not eliminating students so you’re still going to have to put those kids somewhere with some staff member. But what you are saying is that because enrollment in those elective classes is going to be low, and you are going to not offer the lower-level classes ... (*garbled*)

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

That’s essentially right. Absolutely.

**BOARD SECRETARY ANNE MILLER**

So instead of us looking at this as so many different line items (of proposed reductions to high school course offerings), maybe we should be looking at this as a bulk? Because what if we say fine to the 1.5 CTE cut, but not okay to the World Language? It becomes a little more complicated the way its listed here, and also how you just said it – that it’s per each high school building we’re going to eliminate x amount of staff members to be determined based on enrollment needs.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Absolutely. That's a very good way to put it. Yes.

**BOARD SECRETARY ANNE MILLER**

Okay.

**BOARD MEMBER DAVID ALESSIO**

Could that be corrected on the chart to eliminate the names of particular programs, and leave it as overall based on student enrollment at the high-school level?

**BOARD SECRETARY ANNE MILLER**

Based on what we just heard here.

**SUPERINTENDENT DR. KEN ARNDT**

We could certainly do that. That was the intent. Your past experience has shown, however, I believe, that's why we target specific courses because it always has been a fluctuating low-enrollment class.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Absolutely. The reality of the EPRT process is that is how we try to get to reductions is by targeting by content area and that's how the EPRT process works.

**BOARD SECRETARY ANNE MILLER**

I guess I'm going back to Mr. Stevens comment about wanting to group together. So now we have three separate line items versus one line item. The one line item would be x amount FTE's within the three different high schools or we're going to separate it out. Now I have a concern that if we separate it out and I say no, I can't go with dropping the World Language and then what does that do to you guys at your schools where you're trying to then base where you're going to cut your staff and if you only have five who want to take Spanish 5 but you're not able to cut the World Language because we say, "no, don't cut World Language," so now you have to cut two in CTE's or something.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Correct.

**BOARD SECRETARY ANNE MILLER**

So if we're looking at that 6.4 (million dollars to cut overall) and that X amount of dollars (for a particular cut), maybe it is easier just to group it together.

**SUPERINTENDENT DR. KEN ARNDT**

Well, that's why it's all student driven. And in this case the principals will all be working together and will be champions of their school. If the numbers do not warrant it at that location, but they do at another, that's where you're going to see the reduction take place. So it's going to be a combined group process.

**BOARD SECRETARY ANNE MILLER**

You may have great CTE enrollment and not cut there, but cut in World Language.

**SUPERINTENDENT DR. KEN ARNDT**

Correct.

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

It still will be in all areas in every one of our buildings. With the breadth of courses that are in there, there are certain courses that every building don't run and the three principals do work very well together. Dr. Arndt indicated if I have three students in a class I can't offer, there have been times where if it is available at another

school and there's a real push and a great deal of interest, if that student has the flexibility in their schedule we have looked at that opportunity to try have that student take it somewhere else or know that we'll plan for it in subsequent years. We'll work it out with the student.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So Chuck, when we look at our students signing up for classes at the high-school level, they pretty much filled out all their paperwork, but what about our incoming students? Are they all finished with filling out paperwork?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

No. We're working on them right now. We'll have all of the core courses recommended by the incoming freshmen by the 22<sup>nd</sup>. It should be later this week. We'll have all of that and then we'll have all the elective choices, we're running 8<sup>th</sup> grade Orientation Night on February 10<sup>th</sup> and all of those are due back to us by February 16. The principals will all meet the week of the 20<sup>th</sup> and determine the opportunities for having a course, not having a course, determining staff, knowing who we have jobs for and who we don't have jobs for and all of that is based on student enrollment and that's coming up within the next month.

**BOARD VICE PRESIDENT KAREN ROECKNER**

That was my question. How close we're going to be to making those decisions. So we're going to be really close?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

Very close, and we're going to work diligently at the end of February to make all those choices so that we do staffing properly, so that you will have the best information on March 8 when you need to have it for staffing for next year.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So I see our other two high school principals shaking heads in the back. They are like – “what's Chuck saying!” Dr. Arndt, are there any other suggestions our principals came up with, or are they all on these sheets of paper that we were given? Did they come up with anything different than what Administration came up with at Central Office after you met with all of the principals?

**SUPERINTENDENT DR. KEN ARNDT**

These are all from the EPRT process which everybody participates in.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So I wasn't sure if there was anything else outside the EPRT was my question that anyone else came up with.

**SUPERINTENDENT DR. KEN ARNDT**

The new ones will be the transportation plus the ones that are being requested through the e-mails.

**BOARD VICE PRESIDENT KAREN ROECKNER**

And all the transportation ones we're talking about ...

**SUPERINTENDENT DR. KEN ARNDT**

They're not on that list. That will be at the next Board meeting.

**BOARD VICE PRESIDENT KAREN ROECKNER**

The next one. So like pre-school transportation (*unintelligible*), that's what we will talk about later?

**SUPERINTENDENT DR. KEN ARNDT**

That will be at the next meeting. We need to make a presentation and also provide the Board sufficient backup material prior . If approved, it would be a significant change in present practice.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**(NOT SURE WHICH BOARD MEMBER)**

Chuck, can I ask you a question? And the other principals can chime in. Is it easier to give you a number (for staff cuts) and say “just get to this number,” as opposed to giving you a course and say get to this number?

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

It’s easier to do it that way. Then you are really honoring student choice. You are honoring what the students want and as long as there are enough students who have chosen that particular area, you are really then meeting the needs of the students and really honoring what it is that they want and the choices that they’ve made for their four-year plan. So if that number is out there, you have to get to x number, you can do that based upon, you know, you try to honor, like CTE, taking a look at more languages, but overall if it’s just a number we need to hit and we honor their choices, they work out real well. Parents are happy, students are happy, and you’ll still be happy because of the financial savings at the end of the day.

**BOARD MEMBER CHRIS STANTON**

Okay. Can I ask one question that isn’t on the cut list? Is there a better way to give you tools to automate the front office to reduce the number of secretaries throughout these schools? I don’t want to say I want to get rid of anybody’s job, but I just saying, “What can we do to automate those positions so that it isn’t a redundant moving paper back and forth and stuff like that or are there state reports that people are saying it takes a lot of time for the secretarial staff to produce and so forth like that.”

**HAMPSHIRE HIGH SCHOOL PRINCIPAL CHUCK BUMBALES**

I can just speak from our school’s perspective and Hampshire School’s perspective. A lot of those state reports have been actually been taken over by Dr. Crates. They have been taken over by IC (Infinite Campus staff), the Fall Housing Report, a lot of those big state reports, all of that data is collected universally in IC – and then the reports are run at the District level and given to us for verification of the numbers. Now, all we are really doing is verifying.

I think the Central Office has done a really good job of utilizing the technology we have and taking a lot of those reporting functions away. And we’re in more of the verification process than we are in that data collection process, or they have taught our secretarial staff how to do those functions, and it works a lot easier than it used to be trying to count things off of long spreadsheets. It just doesn’t happen any longer.

**BOARD MEMBER CHRIS STANTON**

Okay

**BOARD MEMBER DAVID ALESSIO**

Mr. Willard, talking about automating, I see there’s nothing left in the budget for new technology. I know something always goes wrong and something will break. Will we have to bring items as a surprise to the Board throughout the year as emergency needs arise?

**CHIEF TECHNOLOGY OFFICER ERIC WILLARD**

The new items we’ve been able to purchase in the last three years or so have primarily come because of the referendum. It is part of a (*unintelligible*) process that we don’t have a placeable sequence of adding computers, for example. And so the regular budget has increased in the last three and one-half years to take care of all of the applications that have been reducing costs in the schools or instructional applications. Those have come out of the Technology budget. So if we cut, as we’ve been asked to cut 10% from Technology for next year, it will just be new things we can’t do. So, for instance, there’s still some potential (*garbled*) with grants. For instance, we have been trying to take the oldest computers in the District and replace those around the District with some of the newer Windows machines. If we get a grant, for instance, at one of our schools to get a significant number of computers in, we can take the computers they currently have that may only be two, three, four years old, shift those to another

building to replace some of the older ones. So we will, like everybody else, tighten our belts and make those kinds of decisions. We don't have any money for SMART Boards or new computers or that type of thing next year.

**BOARD MEMBER DAVID ALESSIO**

So you will budget for maintenance, but nothing new.

**CHIEF TECHNOLOGY OFFICER ERIC WILLARD**

That's correct. We will maintain everything we have. We left that alone.

**BOARD MEMBER JOHN RYAN**

Eric, would any of these cuts affect the fiber plan with NIU (Northern Illinois University)?

**CHIEF TECHNOLOGY OFFICER ERIC WILLARD**

That was all from this past year, the year we're currently in. So those contracts have been (*garbled*) and my only concern is if they come up with surprises, change orders, that could be up to 10%. Those might be a struggle. But those were primarily budgeted the year they were in.

**BOARD MEMBER JOHN RYAN**

If we get that unpleasant surprise, what's our fallback plan?

**CHIEF TECHNOLOGY OFFICER ERIC WILLARD**

I guess for me to get creative with my budget and find out what I can't do. For instance, we now spend a certain amount of money for things that are required such as a content filter, but we're not required to have an e-mail archiving system. So if I needed the money to cover something I would look at things we are not required to have like an e-mail archiving system. It puts it at some risk should there be a problem, but those are just the decisions we'd have to make at the time.

**BOARD VICE PRESIDENT KAREN ROECKNER**

We did receive one e-mail, and I don't know Carole if that would be you (to address it). It was about driver's ed and saving more money with driver's ed. And I don't know if that was forwarded on to you and if you did see that e-mail that was sent to the Board, and I don't know if we can share that.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Actually, that is one that will come next Board meeting. It will be investigated and validated through Dr. Crates office.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. It was a different number and had some different ideas. So I was hoping - When we get those good ideas from people that are involved, it's good that we share them.

The items that are green on our sheets that are negotiated items, is that something you're going to cover or is it something we should still be asking questions on. I'm just not sure how to approach that.

**SUPERINTENDENT DR. KEN ARNDT**

Well, that is the Administration's request, through the unions. It has to be negotiated, however, if we have a better idea or a different idea that would accomplish the same cost savings, we would certainly be listening and entertaining those ideas.

**BOARD PRESIDENT JOSEPH R. STEVENS**

And actually those discussions have started between Legal Counsel and Union Leadership.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So will we get an update on those at the next Board meeting and on what's on this sheet versus their opinion on what's on this sheet?

**BOARD PRESIDENT JOSEPH R. STEVENS**

We'll get it once they start negotiating because right now it's just discussion.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. I noticed that there were some items that were listed on here – “Union Presidents’ Suggestions.”

**BOARD PRESIDENT JOSEPH R. STEVENS**

Correct

**BOARD VICE PRESIDENT KAREN ROECKNER**

That was their section. And we don't have a lot of background on it at all.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Again, there is an ongoing dialogue that has started.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Right. I understand that.

**BOARD PRESIDENT JOSEPH R. STEVENS**

... and these things are taken into consideration, and there is some backup.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay.

**BOARD PRESIDENT JOSEPH R. STEVENS**

*(garbled)*

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. I was just wondering where we were on those.

**BOARD MEMBER DAVID ALESSIO**

I had a question on the rate for long-term subs as proposed. I was wondering how that rate was determined.

**BOARD VICE PRESIDENT KAREN ROECKNER**

That would be Mr. Light.

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

We can provide you with the spreadsheet that we built it off of. It was using an average daily fill rate from last year. And determining the cost difference between the proposed new rate for long-term subs and the existing rate for long-term subs.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Did you compare us with other Districts? How we compared?

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

Yes, and we'll provide that to the Board through Dr. Arndt. We did a survey of all the daily rates and the long-term sub rates and the differentiation of how many days they had the sub bumped up to the long-term sub rate. We did so with all of our Kane County Districts.

**BOARD VICE PRESIDENT KAREN ROECKNER**

We did discuss that in HR Policy so we do have a worksheet on it. I don't know if it was in the minutes. John, maybe if we could put that in the HR minutes?

**BOARD PRESIDENT JOSEPH R. STEVENS**

I've seen it, also, but I'm not sure how I've seen it. Just send it to the whole Board.

**BOARD VICE PRESIDENT KAREN ROECKNER**

We did discuss that in detail and at length.

**BOARD MEMBER DAVID ALESSIO**

I know our difference shrunk a lot in long-term (subs). I know it requires a lot more work with lesson planning, parent conferences, and grading. I just wondered how they got to almost the same level for daily and long term?

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

The pay for long-term subs? How was it established originally?

**BOARD MEMBER DAVID ALESSIO**

No.

**BOARD PRESIDENT JOSEPH R. STEVENS**

He just wants to know why it's the same as a regular sub almost.

**BOARD MEMBER DAVID ALESSIO**

It went from \$208 to \$108, coming within 12% of the daily rate.

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

Why did we set it at \$108 is the question, from \$200 roughly down to \$108? We determined part of it is supply and demand. We do have a larger sub pool than ever. We also know that many new teachers are exiting college and unable to find work and many teachers are being laid off from other Districts. So part of it was that we set it at the higher rate based upon supply and demand. It does not preclude the Board from setting that at a differentiated rate, \$108. You could move it up. We set it there because given our existing rates that are publicized for subs, which are the \$98 and \$108, we're getting more subs than ever applying.

**BOARD MEMBER DAVID ALESSIO**

Would all of the long-term subs have certificates, or how is that handled?

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

That is another thing that we are discussing with the HR Committee.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

We did look at that. There are certain school districts that are only hiring subs that have teaching certifications. And other school districts have been going to that. And the other thing is, we're quite higher than any other school district when it comes to long-term sub rates. When you look at the chart you'll see the differences.

**BOARD PRESIDENT JOSEPH R. STEVENS**

You mean dollar wise?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

Pardon?

**BOARD PRESIDENT JOSEPH R. STEVENS**

You mean pay wise?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

Pay wise. So, we're quite a bit higher. There's quite a few school districts looking at that. There are so many teachers that are not working that they have put stipulations to only hire subs that have certificates. We didn't make that decision, but we certainly looked to see what other districts are doing around us.

**BOARD MEMBER DAVID ALESSIO**

On a long-term subs you don't require a certificate?

**DIRECTOR OF HUMAN RESOURCES JOHN LIGHT**

Most often those are certificated people. A lot of times they are teachers that have not been hired on yet. But for our regular subs, we do not require a teaching certificate, but other districts are beginning to.

**BOARD MEMBER DAVID ALESSIO**

Okay.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

We don't for either.

**BOARD PRESIDENT JOSEPH R. STEVENS**

You know, Dr. Crates, I would be remiss if I didn't publicly congratulate you on your prognostication on 2.7% for December CPI (Consumer Price Index), which turned out to be 2.7%. So hats off to you on that one. Could you make something similar for the State – what they are going to pay – and make it quick? (laughing)

**BOARD MEMBER DAVID ALESSIO**

Let's just hope she's not right with the \$18 million for next year.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Then this discussion (on \$6 million) will look easy. ... That reminds me. I want to agree with Mr. Stanton's comments before, (that) we might not be able to work with everything as a whole package just because all these cuts have a different level of pain associated with them. And there's nothing that says we have to be exactly \$6.350822 in cuts. And there's plus or minus a couple hundred thousand. I realize it won't make that much difference there in the overall savings, especially since we're all best-guessing at amounts that will come from the State next year, what the EAV will be. It could be a lot worse than what we're predicting. So I think we may have to review the list before it's a final package, if it does have to be a single vote.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Well, we're going to have another discussion at the Board meeting on February 8. But I would hope that if there's something on the list now that you would feel you would have to vote No to, I would hope you tell Dr. Arndt what it is so he can respond to it.

**BOARD MEMBER DAVID ALESSIO**

At the next meeting.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Well, I would hope you would do it now and then he would have that time to respond.

**BOARD MEMBER DAVID ALESSIO**

I want details on the new ones, such as the Driver's Ed Proposal.

**BOARD PRESIDENT JOSEPH R. STEVENS**

*(voice over)*... discussed at the next meeting.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Could I make a suggestion?

**BOARD PRESIDENT JOSEPH R. STEVENS**

You could.

**BOARD VICE PRESIDENT KAREN ROECKNER**

What if all the Board members take the list, add their column – Ann put her name and mark Yes, No, Yes, Yes, No and go through the list and kind of see if we're way off on a lot of things or if we're pretty close on most things? Is that something you want to look at, and then we kind of know how close we are to that? Or do you not want to go there? I'm just making a suggestion.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Like right now?

**BOARD VICE PRESIDENT KAREN ROECKNER**

Not right now, but everybody does it over the next week.

**BOARD PRESIDENT JOSEPH R. STEVENS**

The problem is that's a violation of the Open Meetings Act.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Well, then, do we have a meeting to go over that?

**BOARD PRESIDENT JOSEPH R. STEVENS**

Well, we have February 8 yet where we can have an in depth discussion and we can have an in depth discussion on February 22. Although it will be harder to make changes come February 22, which is why I'm saying if you need information or I there's an item in here that's a deal killer for you, tell Dr. Arndt what it is and then between now and February 8 he can dig out whatever supporting data he has to support his case and to help you change your mind or for you to change his.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So it would be best if we go through these 64 items and send Dr. Arndt a note saying "Absolutely Not, I cannot live with this," that would make life easier?

**BOARD PRESIDENT JOSEPH R. STEVENS**

Well, I think that would be a helpful thing to do. But I would rather you say it out loud right here in front of God and everybody. It's a lot easier doing it in an email when you don't have to suffer the consequences of what you are saying, and I think that we all have to step up and say if there's something you're unhappy with – say it – it's okay.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Well, I'm just looking at the list and I think some of it, in my opinion, as you can tell I have a lot of questions. But there's a lot of things we don't have answers to, so it's kind of hard.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Ask questions of Dr. Arndt or staff anytime between now and February 8, and I'm sure they are going to be very forthcoming with responses.

**BOARD VICE PRESIDENT KAREN ROECKNER**

This chart is color coded. So most of my questions left are things that are green, which are negotiated items which we, at this point, can't go to. So if I looked at my list and said, "I'm okay," go down the list, Yes, Yes, Yes, Yes, Yes. I mean, not that I want to cut any of this, but I'm just kind of trying to figure out how we get to an end.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I am going to be a little bit inappropriate, Kolleen. Kolleen is the president of LEAD (the union of teachers and other certified staff). And I would just ask you: Is there anything on this (proposed list of cuts) that you absolutely refuse to discuss?

**LEAD PRESIDENT KOLLEEN HANETHO**

I am perfectly willing to sit down and discuss all the items. There is some information that I would like to provide you. In terms of the guidance counselors, we are currently set at 350 (high school students per counselor) and 650 (middle school students per counselor). The recommendation of the guidance counselors' professional group is 250 and 500. That was negotiated in the last contract so we went back and forth. But their actual professional organization recommends a much lower number to be able to provide appropriate services.

The kindergarten issue. The only solution for getting 60 minutes into 45 minutes is to increase 45 minutes to 60 minutes, which means you have to shorten kindergarten to get plan time in. That's another issue that I think will have an impact on parents of the soon-to-be five year olds, of which I am one.

The other issue I do see, and I'm getting a lot of feedback from my (union) members, is related to the long-term sub pay. It is one thing to have a general sub pay, then a sub pay for those who have subbed in the District a certain amount of time, but in terms of lowering the sub pay of the teachers that are stepping in and taking a six week or an eight week leave and they are doing all the lesson plans, my members are concerned that they are not going to get quality teachers that they need to have in front of their students while they are out, so when they come back, their students have continued to grow while they are gone. Many districts, including D46, use the formula that we use for long-term subs, that is, Step 1, Lane 1 (on the contract salary schedule). That's where that number comes from. There's also a negotiation impact of taking it down to \$108 in that internal subbing is based on the highest sub rate so that would need to be a negotiated item because you would be changing the impact on the members that do internal subbing, which is a majority of the high school. They are out for a meeting, they are out for an IEP meeting or training of some kind. A lot of times it's only one block that needs to be filled. It's only when there's a whole day that we bring in someone from the outside.

**BOARD VICE PRESIDENT KAREN ROECKNER**

But that's an hourly rate, right, Kolleen? If they are only stepping in for one block?

**LEAD PRESIDENT KOLLEEN HANETHO**

Right, but it's actually 54 cents a minute.

**BOARD VICE PRESIDENT KAREN ROECKNER**

That's the rate?

**LEAD PRESIDENT KOLLEEN HANETHO**

That's the rate.

**BOARD VICE PRESIDENT KAREN ROECKNER**

And it is negotiated in the contract?

**LEAD PRESIDENT KOLLEEN HANETHO**

Yes. It's based on the sub rate.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Fifty-four cents a minute.

**LEAD PRESIDENT KOLLEEN HANETHO**

It's actually .2 of the sub rate based on a 40-minute block. It goes back to when we were still on (*unintelligible*).

**BOARD VICE PRESIDENT KAREN ROECKNER**

Thanks.

**LEAD PRESIDENT KOLLEEN HANETHO**

I am willing to sit down and talk about all these items. My number one concern, of course, is the impact on the (union) members and the impact on our students.

**BOARD PRESIDENT JOSEPH R. STEVENS**

As is ours. Thank you.

Dr. Scarpino. You're getting by way too easy tonight. So I'm going to ask you to do something that you probably will actually enjoy doing. Would you, prior to the February 8 meeting, detail for us all the food expenses? Because I think that there's a large misunderstanding on who's eating what. Because I know it covers a lot of functions and things, and that might help allay some of the public's concern.

**ASSOCIATE SUPERINTENDENT DR. DAVID SCARPINO**

I will enjoy it.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I knew you would. I really appreciate it very much.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So you will. I asked that question earlier of Dr. Arndt while sitting in our earlier Board meeting. All the different events that food is served at – if that could be on there so that everybody can understand. Because we've received a lot of email about food.

**BOARD PRESIDENT JOSEPH R. STEVENS**

They think we're supplying it all for staff.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I'm not sure what they think we're eating, but there were a lot of questions about food being served at events, that we should all bring our own food. But I don't think everybody realizes what events we serve food at. So if you clarify that as part of it that would be helpful. Thanks.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Are there any other items you would like to discuss? It's 9:40 (p.m.)

**BOARD MEMBER CHRIS STANTON**

Can I ask a quick question? Ken and I asked this last time. Has this all been vetted through all of Administration already?

**SUPERINTENDENT DR. KEN ARNDT**

Well, I'm not going to say "vetted." How can you again say one is better than the other because they are all part of our school operation. Everybody has to realize that this has to take place because of the state.

**BOARD MEMBER CHRIS STANTON**

I don't mean that. Has everybody (every department/building) it touches had the opportunity to review that and give you their feedback?

**SUPERINTENDENT DR. KEN ARNDT**

Oh, yes. But that doesn't mean there is universal support in all these.

**BOARD MEMBER CHRIS STANTON**

I didn't assume that there would be. If that's physically possible. And then the other thing is additional cut. I want to kind of float back to that secretarial thing again just for a second. Is there a ratio per school of the number of secretaries per student and does that improve or does that get worse as you automate?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

We have a statistical per student allocation process that we look at every year. In fact, we just shared it this morning at the Superintendent's staff meeting as to what that calculation is. It's in what is called *Administrative Regs*, and it is the same procedure we have used for years. It's currently reviewed annually, and I just gave it to staff this morning.

**BOARD MEMBER CHRIS STANTON**

Do we have a process review on what that secretarial staff physically does, and try to automate those functions for them? I know at one of the schools, we swipe in for tardies and some other things, but we didn't do that at the other two schools. I'm just looking at where do you offset automation with physical bodies in some of these positions or are we not looking at those processes to try to automate them.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

Actually, this is part of the package in EPRT. It is the School Administration package, and annually it is looked at by all administrative staff and weighed in the EPRT reductions. It did not come up this year as a reduction. It is listed in the administrative package annually as a (potential) reduction. It's never hit the list (for reduction) and I think that any of the principals could talk, maybe Craig could ... ? (The workload of secretaries) never seems to lessen. The needs of the parents seem to escalate, the needs of teachers seem to escalate, and the needs of state reporting and financial data continues to escalate. So we've been very lucky. We've now added to that standard *Thompson's 2002 Standards* - correct? We have not changed those standards since then, in the 90's. So we have not added any secretarial standard increase since the 90's, and we do look at it annually. It's an ever-burdening requirement for (the secretaries). Just as an example. Years ago, it never mattered who picked up a child at school. We never had to keep records of who was not allowed to pick a child up. Now it's fairly complex. Maybe 1 in 10 (students) has a requirement. "This grandma cannot, this father cannot." That never used to be an issue. So our secretaries take that burden on, especially at the elementary level. Craig, did you need to say anything else on that issue? ... So we are doing a lot with automation to decrease the amount of paperwork, but it increases in the amount of people time and interface time as our road gets more complex and more security driven.

**BOARD MEMBER CHRIS STANTON**

What's the number of secretarial staff to students? Do we know?

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

I just did that spreadsheet so you'd think it would be still high in my mind. You know, I have the spreadsheet. I'd be happy to send it.

**BOARD MEMBER CHRIS STANTON**

Just send it to me. That's fine.

**CHIEF FINANCIAL OFFICER DR. CHERYL CRATES**

I'd be happy to do that.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Mrs. Roeckner?

**BOARD VICE PRESIDENT KAREN ROECKNER**

I promise. This is going to be my last question. The one item I did look at and circled that I forgot to ask about is about the 10% reduction on the (non-recommended) list – because we did get a lot e-mails about this – Why are we not “cutting sports and extracurricular activities, some clubs, extracurricular programs at middle and high school levels.” Do we have any backup on what that actually entails? That is Item No. 47.

**SUPERINTENDENT DR. KEN ARNDT**

No. That was the Superintendent’s prerogative. I said I was not willing to look at it (cutting sports/extracurricular activities) at this time.

**BOARD VICE PRESIDENT KAREN ROECKNER**

That you were or were not?

**SUPERINTENDENT DR. KEN ARNDT**

Was not, because of the promise made at the ’06 referendum.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So it’s on the sheet, but it’s not something that ...

**SUPERINTENDENT DR. KEN ARNDT**

That is correct. It’s one of the areas where there’s a divide with all employees, including the administrators, as to whether that should be considered or not.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. So, at this time you are saying it’s not recommended?

**SUPERINTENDENT DR. KEN ARNDT**

Correct. Now that doesn’t mean the numbers are not going to go up in order to hold a club. But we can handle that internally. But to say we’re going to cut sports 10% or 15% - that is not our recommendation at this time.

**BOARD VICE PRESIDENT KAREN ROECKNER**

Okay. We did get a lot of e-mail on that.

**SUPERINTENDENT DR. KEN ARNDT**

Right.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Are there other matters Board members would like to bring up?

**BOARD MEMBER CHRIS STANTON**

Just to touch on that for a second. Only having listened to the TV tonight and other schools that are having referendums who pulled their extracurricular activities, where do you draw the line? And I think at one of the meetings in the past it was said it was a referendum promise. But, unfortunately, a lot of these things are kind of referendum promises. We’re only put in this predicament because of the State not paying their fair share of what they were supposed to pay us. There’s a fine line as to what’s educational value and what’s not educational value, at least for the community at large. I know you will start a brush fire if you start talking about making cuts in extracurricular activities and sports and clubs and things like that. My biggest concern is that if the numbers roll next year to an \$18 million deficit (if the state cuts funding in half), how do you get there from this year when you’re already making a \$6 million cut?

**SUPERINTENDENT DR. KEN ARNDT**

Well, most likely you'll scratch extracurricular activities if it's \$18 million, along with programs and buildings such as deLacey and Oak Ridge, and such as transportation. You see how difficult it is to do \$6 million. I don't know how you're going to make \$18 million without basically shutting down some operations. You just can't.

**BOARD MEMBER CHRIS STANTON**

I was thinking about that myself, and I said, "What's worse than Illinois?" And that's California. I talked to one of my friends who teaches just outside Silicon Valley in a decent school district, and they are already several years ahead of Illinois. He mentioned things like teachers required to sweep the classrooms at night because of reductions in custodians. Libraries open one day a week. Paying \$500 for a sport as a fee. The pay scale staying the same for five years. So I know all the cuts we are considering are painful, but hopefully they will allow us to keep the existing programs.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any other comments? ... I would be glad to accept a motion to adjourn.

## Attachment

### **Comments submitted Jan. 25, 2010, by Board Member Monica Clark Who was absent from this Board meeting**

Here are my thoughts for the budget cuts. As a school district, we all have a vested interest in keeping things viable for as long as we can. Anyone and everyone that has anything to do with the district needs to contribute to its financial well being now. That includes all of the organized labor groups, administration and non-union labor. The financial crises should not rest on the back of a few while the rest are protected by their contract.

Though I commend the administration at keeping its pre-referendum promise not to touch the sports programs with their budget cut recommendations; our economic times make this promise impossible to keep. Reading the numerous emails we have received, our community members feel the same. I would like to see some cuts in the sports programs to help offset the elimination of some of the other choices.

I am not in favor of eliminating art or music for the kindergartners. The gym elimination isn't as bothersome to me since the children are only in school 2 hours and the exercise could easily be accommodated at home or in day care. But there is research to support the continuation of both the art and music programs and its benefits to the young developing mind. Music is especially important to understanding math concepts.

The maintenance cuts are also a concern. H1N1 is a wake-up call. I have nothing to support the statement that our maintenance staff did such a good job at keeping the schools clean that we avoided the mass absence that affected other school districts, but I am confident when I say I am sure their efforts contributed to controlling the spread of H1N1. The deep job cuts we are considering are not prudent for the well being of our students. I can't support this recommendation as it is currently presented to eliminate 11 positions. This is too great of a burden for one work group.

Our state is in such financial dysfunction it is going to take years before anyone can breathe a sigh of relief. What we do now is going to become a way of life for doing business for the future. It is not a quick fix to get us through the rough time we are facing now. It is the new reality to deal with the new economic issues we face. Every group has a vested interest in preserving jobs and every group has an obligation to help with the financial health of the organization they work for. If they don't, next time it could be you that faces the loss of a job. This is the reality of our world.

MONICA CLARK