

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

**Held on**

**June 14, 2010  
At 7:30 p.m.**

**Regarding**

**Budget Reductions for 2010-11**

**Transcribed Portion of Meeting held at:**

District 300 Administrative Center  
300 Cleveland Avenue  
Carpentersville, Illinois 60110

**Transcribed by:**

Roberta Glab  
4011 W. Kane Avenue  
McHenry, IL 60050  
for *Office Team*

*Transcriptionist Note: Only those portions of the meeting relating to contracts for budget reductions were transcribed.*

**Transcript Begins:**

**BOARD PRESIDENT JOSEPH R. STEVENS**

Item 8.50. Could I have a motion, please, for the approval of the Administrator Salary and Benefit Package for 2010-11?

**BOARD VICE PRESIDENT KAREN ROECKNER**

So moved.

**BOARD MEMBER KAREN PLAZA**

Second.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Is there any discussion?

**BOARD SECRETARY ANNE MILLER**

I would like to make a comment on both this one and on the next one, actually on the next couple, all the ones that deal with cuts. As I have stated in the past, I would like to have seen a full package of everything, a better review. It appeared to me that we were taking things one issue at a time instead of looking broad-picture wise and putting a lot of the cuts on certain employees' shoulders or program shoulders and not District wide.

While I still feel that way, I think that our Administration and certain employee groups have gone above and beyond to try and pull together and agree on some cuts, in order to help us end the financial situation in which we find ourselves, (which was) not by any doing on our part. So (I'm voting) reluctantly, because it does go against my strong view that I don't want to have to see any cuts without knowing numbers more so and looking at a bigger picture.

I have a lot of appreciation and thanks to those employee groups and our Administrative staff to pull this together and to work together. So I will be supporting these motions.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any other comments by Board members?

**BOARD MEMBER MONICA CLARK**

I would like to paraphrase something that Anne likes to say, and that's "ditto."

**BOARD PRESIDENT JOSEPH R. STEVENS**

Ditto. Okay. Dr. Arndt, do you wish to make any comments?

**SUPERINTENDENT DR. KEN ARNDT**

I would also like to thank and appreciate the employees that have come to the plate.

There is no question that while tonight we recognized financial excellence (awards from state and national organizations to D300), next year we will have a deficit. It's going to be very, very difficult times around here. And I realize that some employees are personally bearing a bigger burden than others. And that's not fair. It's not right. But that is the reality that we're dealing with.

I am aware that District 300 will have furlough days next year for some employees, including administrative. I do know, because it will come out very clear, that our administrative staff's salary and benefit package will become the poorest in the Fox Valley. And it's going to take significant dollars to get us out of that hole.

I also realize that our custodians are going to take quite a burden. But they came to the plate because they want to protect some of their employees from layoffs. So it's been a very difficult time.

It's been very, very disappointing. It's been very stressful for everyone. But we're going to get through this. Again, this is not an easy path that we are going down and, again, next year we'll probably have a \$5 million deficit. And I sure hope that we don't end up with that \$29-\$31 million deficit (we had six years ago), because that almost made us bankrupt. And it's unfortunate that we're only in this situation because the State is not paying its bills. We're now at \$16 million of debt from the State. And if the State (leaders) would only just do their job, we wouldn't be having these cuts right now.

So again, I thank the Administrative Staff, the non-union staff and the DESPA employees for really carrying a huge load right now.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any other Board comments? Mrs. Clark? Are you going to say "ditto" again?

**BOARD MEMBER MONICA CLARK**

No. No. What I am going to say is that 95% of the United States had their "re-set" button pushed these past couple of years — except for some people in our District. And I am very disappointed at what has occurred, what we found out last week.

I am not sure what is going to happen next year. I am fearful now. And as Dr. Arndt pointed out, balancing the budget is riding on a smaller group of people and it shouldn't be that way. We should all be in here to deal with it.

Now, I am not an employee of the District. But I am affected by these budget cuts because I have a child going to summer school, which I have been out this way three times today now: dropped him off, went home, picked him up, went home, came out for the (Board) meeting and then I've got to go home. When my daughter goes to ECC next year, she will be driving or I will be driving her because of her disability. I'm not sure what's going to happen. So even though I am not a member of the District as far as being a paid person, I am suffering (from the budget cuts) as well.

And so there are many people in this District — from constituents to children to people who work here — who are paying for (these cuts). But there is one group that is not. And that really, really bothers me. And that's all I'd like to say.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Please call the roll.

**BOARD SECRETARY ANNE MILLER AND MENTIONED BOARD MEMBERS**

Roecker – Aye; Plaza – Aye; Stanton – Aye; Clark – Aye; Miller – Aye, that was a tough one; Stevens – Aye; Alessio – Aye. Motion carries 7-0.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Could I have a motion, please for Item 8.60, Approval of Non-Union Salary and Benefit Package for 2010-11?

**BOARD VICE PRESIDENT KAREN ROECKNER**

So moved.

**BOARD MEMBER MONICA CLARK**

Second.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Is there any discussion? Dr. Arndt, do you wish to make any additional comments?

**SUPERINTENDENT DR. KEN ARNDT**

Well, this is an employee group that is not represented by any collective bargaining agreement. But their reductions to their salaries will be consistent with the DESPA union.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Please call the roll.

**BOARD SECRETARY ANNE MILLER AND MENTIONED BOARD MEMBERS**

Rocker – Aye; Clark – Aye; Stanton – Aye; Plaza – Aye; Miller – Aye; Stevens – Aye; Alessio – Aye.  
Motion carries 7-0.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Item 8.70. Could I have a motion, please, for the approval for the Approval of All Administrator Contracts except the Superintendent –Elect, whose contract has already been approved.

**BOARD VICE PRESIDENT KAREN ROECKNER**

So moved.

**BOARD MEMBER MONICA CLARK**

Second.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Discussion?

**BOARD SECRETARY ANNE MILLER**

It says except for Superintendent-Elect, and isn't that also the Superintendent as well?

*Transcriptionist Note: Several Board Members speaking simultaneously and softly.*

**BOARD SECRETARY ANNE MILLER**

Yes, I know. But when you're pulling out "Superintendent-Elect" from all administrators, I just want to make sure that it's clear that this is not including (Dr. Ken Arndt's contract) as well.

**BOARD PRESIDENT JOSEPH R. STEVENS**

No, it does not include Ken.

**BOARD SECRETARY ANNE MILLER**

Okay.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Go ahead. Please call the roll.

**BOARD SECRETARY ANNE MILLER**

Who's got the first and second?

**BOARD VICE PRESIDENT KAREN ROECKNER**

I think I was first. I believe I was first. Yes.

*Transcriptionist Note: Several Board Members speaking simultaneously and softly.*

**BOARD SECRETARY ANNE MILLER AND MENTIONED BOARD MEMBERS**

Roecker – Aye; Clark – Aye; Miller – Aye; Plaza – Aye; Stevens – Aye; Alessio – Aye; Stanton – Aye.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Item 8.80. Could I have a motion, please, for approval of Three-Year Agreement for DESPA, 2010 through 2013?

**BOARD VICE PRESIDENT KAREN ROECKNER**

So moved.

**BOARD MEMBER MONICA CLARK**

Second.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any discussion regarding that? Dr. Arndt, do you wish to make any comment other than what you already made?

**SUPERINTENDENT DR. KEN ARNDT**

... I realize the burden this employee group is taking. And it's not just the custodians. It's also the secretarial (staff). So DESPA is basically all district custodians and administrative assistants that are covered by the collective bargaining agreement.

**BOARD MEMBER DAVID ALESSIO**

I would just like to mention, one of the things that is difficult to understand about ...

**BOARD PRESIDENT JOSEPH R. STEVENS**

Did you wish to speak, Mr. Alessio?

**BOARD MEMBER DAVID ALESSIO**

Yes.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Thank you. Please go ahead.

**BOARD MEMBER DAVID ALESSIO**

One of the things that's difficult (for some people) to understand is that furlough days are basically a pay cut in salary, but it's not due to any lack of performance. It's just due to (our) financial constraints. As each couple of months goes by, we miss another check from the State and we become more worried. We're trying to do what we can to keep this balanced.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Mrs. Roeckner.

**BOARD VICE PRESIDENT KAREN ROECKNER**

I just want to share — and I think Monica kind of hit the nail on the head — what really is going on in the corporate world. I think people sometimes don't always get to see (this). I can explain that in our company, we had to take seven furlough days, and we had to pay more on insurance. And our company hasn't given out raises in two years, and basically came back to our employees after two years and said, "Well, we're thinking about a 1% raise, enjoy," after two and a half years. I think there's so much going on out there (in the private sector) that I'm not sure everybody (here in the public sector) gets to see what is going on.

We do appreciate the groups that have worked with us. And it has been a challenge. And I hope that we continue to work with those groups next year, when we maybe get into tougher times as well. So I appreciate all the hard work that our groups have put forth to work with us.

I am very disappointed about what did happen with some of our groups where we didn't get to where we thought we would. Next year will be tough.

And I, too, have kids in our School District still in the school system. Our class sizes are going to be big. We went through this many, many years ago — and it was not fun, and I hope we don't stay there. So, thank you.

**BOARD PRESIDENT JOSEPH R. STEVENS**

Any other comments? Please call the roll.

**BOARD SECRETARY ANNE MILLER AND MENTIONED BOARD MEMBERS**

Roecker – Aye; Clark – Aye; Alessio – Aye; Stanton – Aye; Stevens – Aye; Miller – Aye; Plaza – Aye.

**BOARD PRESIDENT JOSEPH R. STEVENS**

7 – 0?

**BOARD SECRETARY ANNE MILLER**

7-0.

**BOARD PRESIDENT JOSEPH R. STEVENS**

I would like to add a couple of comments myself. I do want to say publicly what I have already said privately, which is how much I appreciate the leadership of DESPA and what they have done and what they have accomplished. It's been great working with you folks and I really appreciate it.

I also want to tell you — and it's no secret, I've been quoted in the paper a couple of times — that I am extremely disappointed at what LEAD has done. But I have to look past that now and try to find a way to build a bridge back to getting it back to where it needs to be. This District does not need to have a labor dispute. We don't want to have people angry at us. We don't want to be shooting arrows at one another. And while I am unhappy with what has occurred, I have reached out, and they have reached out, and we are meeting on Thursday to try to find a way to get us back on track. I don't know what that's going to mean. I don't know if it can mean anything.

But the part that is the most frustrating to me is I really believe that this is a communication problem. And it's a communication problem because of how the collective bargaining laws work. We can't really speak to the (LEAD members) constituency that votes. That's my biggest frustration, that we have to work through (LEAD's) leaders. And I'm not saying that the leaders didn't properly communicate. I'm just saying that it is such a clear picture for me, that I don't understand how others could NOT see it.

And so we have to find a way to keep the relationship positive, to keep the bridges built and not severed, and find a way to get people back to where we need them to be. Because next year will be very, very bad.

The one part that I know I keep harping about is ... the \$16 million that they now owe us, the State of Illinois. While it may be in categorical (meaning categorical funding from the State, like transportation or special education funding), everything that we (as a Board) have done has assumed we're going to get that money. And we will still run a deficit, I believe it will be a larger than \$5 million deficit, now. And I don't believe we're going to get that \$16 million (owed to D300 by the state), or certainly not all of it. I think this District is in serious financial trouble. And it will affect everybody in the District.

And for anyone to say that they are “trying to protect class sizes” (by voting against financial concessions) is disingenuous. None of us want to be doing what we are doing. And the only alternative is to have higher class sizes. Teachers voting “no” doesn’t help class sizes a bit. It only exacerbates the problem for next year.

I have had conversations with many teachers since that (“no”) vote. And I haven’t heard one yet — interestingly, even though it was a 2-1 vote I’m told — who doesn’t feel that it was a mistake. And I don’t know how to recreate that (vote). There’s no legal way for me to do that. But I’m hoping that goodwill and friendships that have been developed and relationships that have been developed are going to mean that we don’t always have to follow the prescribed plan. And that maybe there’s a way to re-open it somehow and talk. But I can’t mandate that. That’s going to be a two-way street; it has to be a two-way street.

And I don’t want to put (LEAD union president) Mrs. (Kolleen) Hanetho on the spot. I don’t know that she can mandate that. So it’s got to be more people than just the union president and the board president who can make this happen. There’s going to have to be a mandate by the membership to help this happen. And I don’t know that that’s going to be reasonable or possible. I’m called Pollyanna a lot, but I have to be positive. I hope we can find a way to fix this, at least fix parts of it. Because this is devastating, it’s just devastating. And everybody knows it.

*Transcription Ends.*

## **Certification**

I, Roberta Glab, of 4011 W. Kane Ave., McHenry, IL 60050, an employee of Office Team, 2800 W. Higgins Road, Hoffman Estates, IL 60195, hereby certify that the foregoing is a true and correct copy of that portion of the Regular Meeting of the Board of Directors held on June 10, 2010 at 7:30 p.m. relating to proposed budget reductions for 2010-2011. The meeting was held at District 300 Administrative Center, 300 Cleveland Avenue, Carpentersville, IL 60110.

/s/ Roberta Glab

Roberta Glab  
Transcriptionist  
For Office Team