

MINUTES OF REGULAR MEETING  
FOR THE  
BOARD OF EDUCATION  
EVERGREEN PARK ELEMENTARY SCHOOL DISTRICT 124  
September 16, 2010

1. A Regular Meeting for the Board of Education of Evergreen Park Elementary School District 124 was called to order at 7:06 p.m. on September 16, 2010 in the Gymnasium at Central Junior High School, Evergreen Park, IL.

The following Board Members were physically present at roll call:

Mr. John Kennedy  
Mr. Jim Flanagan  
Mr. Bob McDonald  
Mrs. Beth Amado  
Mrs. Kathy Rohan  
Mr. Terry MacDonald  
Mrs. Joan Boss

Also present: Dr. Diane Cody, Mrs. Kathy Hatzcel, Mrs. Fran LaBella, Mrs. Jennifer Volpe, Mr. Bill Smith, Mr. Tony Le, Mr. Jeff Nightingale, Mr. John Stanton, Ms. Denise Thomas, Mrs. Rita Sparks and recording secretary, Jan Stanton.

2. Mr. Flanagan led the Board in the Pledge of Allegiance.
3. Consideration to approve the agenda was made by the Board. Mrs. Boss asked for the removal of the "Ratification of Agreement between the Board of Education and Federation of Teachers 2010-2012" from the Board Agenda. A motion was made by Mrs. Amado and seconded by Mr. MacDonald to approve the agenda as revised. A roll call vote was taken with the following results:

Mr. John Kennedy	yea
Mr. Jim Flanagan	yea
Mr. Bob McDonald	yea
Mrs. Beth Amado	yea
Mrs. Kathy Rohan	yea
Mr. Terry MacDonald	yea
Mrs. Joan Boss	yea

MOTION CARRIED (7-0)

4. Mr. Flanagan read a recently released Press Release to the audience. (see attached) Mr. McDonald spoke to the Board and audience with concerns that he had regarding the high tax rate, the number of homes in foreclosure/pre-foreclosure in Evergreen Park, the 21% raise that teachers have received in the past 4 years and the Deficit Spending Plan that will need to be in place in the 2013-14 school year. Thereafter, Mr. Flanagan opened the meeting to the public regarding non-agenda related items.

The following comments/concerns were expressed by staff:

- ◆ The staff is dedicated and goes above and beyond their regular duties and, therefore, needs to be offered a fair

contract that honors their dedication to the students/community.

- ◆ Sizable amounts of money are spent in other areas (i.e. security system, consultant, SIRS ) and the priority is not to the staff.
- ◆ The staff wants the Board to value their dedication and longevity as much as they do with the Superintendent of one year.
- ◆ The staff stands together in support of their negotiation team and they have made their voice clear.
- ◆ 80% of the staff rejected the contract offer. The success in the district is due to the dedication of the staff. The concerns of staff need to be considered in order to maintain high quality education. The staff, students, and community deserve nothing less.

The following comments/concerns were made by community members/parents:

- ◆ A business owner in Evergreen Park stated that union members are complaining, but they need to realize that taxes (for businesses) are very high. She expressed being in favor of major reductions in staff and programs.
- ◆ A parent expressed that the reality is that there are limited funds, a bankrupt State, a low rate of inflation of 1.2% and an unemployment rate of 12.3% in Evergreen Park.
- ◆ A parent told the Board that she was happy to be a resident and her children are receiving an excellent education, therefore teachers deserve the best, however her salary has been frozen for 3 year and her health insurance has gone up along with property taxes. The District needs to look for ways to make cuts - that is the reality.
- ◆ A parent asked the Board to think of the job the teachers are doing for the children.
- ◆ A parent told the Board that the teachers deserve the world, but she realizes the District just does not have the money...everyone should come together for the children.
- ◆ A parent referred to the incentive for teachers coming to work (in the Tentative Agreement) asking questions regarding why that was put in place.
- ◆ A parent questioned why the \$14 million in revenue funds are not being used toward teacher salaries.

Members of the Board made the following comments with regard to previous comments made by staff/parents:

- ◆ Mrs. Amado:
  - Provided clarification that the security system was applied for through a matching grant and expressed the importance of security for students
  - Noted that the Board is not disputing that we have good teachers - only that the District does not have the money to offer staff members more than they have offered in the tentative agreement
  - Compared the teacher's salary (182 day contract) to the Superintendent's 12 month contract - Noting that

Dr. Cody's salary is far below that of someone of her experience level.

- ◆ Mr. McDonald:
  - o Reported that he looked at 7 surrounding communities and that District 124 teachers are paid the third highest and Dr. Cody is paid the lowest in those communities.
- ◆ Mrs. Boss:
  - o Provided an explanation as to why the Board made the decision to have a portion of Dr. Cody's contract tied to a longevity bonus.

When asked by parents what the next step will be, Mr. Flanagan reported that the negotiating team will reconvene on Friday, September 24 and that nothing else has been decided.

5. Mrs. Hatczel provided the Board and audience with a power point presentation (see attached) on the District Improvement Plan highlighting the purpose of the District Improvement Plan and why the District needs a Plan. The following components of the Plan were discussed in length:
  - ◆ Data Analysis
  - ◆ Determine Needs
  - ◆ Create Goals
  - ◆ Action Plan
  - ◆ Plan Implementation

Mr. McDonald expressed concerns on the reading scores noting that the scores are stagnant/have improved only slightly - asking what is being done to address this concern. Mrs. Hatczel reported that progress is being made with RtI, looking at data, etc. and that although the District has work to do, the District is well on their way.

6. Dr. Cody reported on the following Freedom of Information Requests:
  - Jayson Deets
  - Kimberly Leonard

Additionally, Dr. Cody told Facility Committee Representatives, Mr. MacDonald and Mr. Kennedy that she will be contacting them to schedule a Facility Meeting in October.

7. Mrs. LaBella provided the Board and audience with a power point presentation (see attached) with a FY11 budget summary of revenues/expenditures/deficit. Mrs. LaBella explained that a Deficit Reduction Plan is necessary if the Board adopts the annual budget in which the operating funds result in total direct revenues being less than total direct expenditures by an amount greater than 1/3 of the ending fund balance.
8. Mrs. Rohan provided the Board with an AERO update reporting that the AERO meeting was routine.
9. A motion was made by Mr. McDonald and seconded by Mrs. Boss to open the floor for a Public Hearing for the FY11 Budget. A roll call vote was taken with the following results:



EDUCA- TION	0.00	263,347.89	3,916.39	895,306.80	1,162,571.08
TITLE I	0.00	1,438.87	0.00	14,529.42	15,968.29
Pre-K	0.00	0.00	0.00	7,505.50	7,505.50
TPI	0.00	0.00	0.00	3,157.52	3,157.52
TITLE II	0.00	0.00	0.00	0.00	0.00
DRUG FREE	0.00	0.00	0.00	0.00	0.00
READ. IMPROV.	0.00	0.00	0.00	0.00	0.00
Ext. Day	0.00	0.00	0.00	2,865.00	2,865.00
PL94-402	0.00	315.00	0.00	0.00	315.00
BUILDING	0.00	84,377.90	115.93	61,379.64	145,873.47
BOND/INT	0.00	0.00	0.00	0.00	0.00
TRANS.	0.00	2,150.00	0.00	0.00	2,150.00
IMRF	0.00	0.00	0.00	38,432.45	38,432.45
TORT	0.00	0.00	0.00	0.00	0.00
WK. CASH	0.00	0.00	0.00	0.00	0.00
FIRE PREV. & SAFETY	0.00	0.00	0.00	0.00	0.00
TOTALS:	0.00	351,629.66	4,032.32	1,023,176.33	1,378,838.31

A roll call vote was taken with the following response:

Mrs. Beth Amado            yea  
Mr. John Kennedy            yea  
Mr. Jim Flanagan            yes  
Mr. Terry MacDonald        yea  
Mr. Bob McDonald            yea  
Mrs. Kathy Rohan            yea  
Mrs. Joan Boss                yea

MOTION CARRIED            (7-0)

12. Consideration was made by the Board to approve the annual Applications for Recognition of Schools. Dr. Cody reported that approval of the Applications for Recognitions of Schools assures the Illinois State Board of Education that rules and regulations are adhered to in each of the schools in the District. A motion was made by Mrs. Boss and seconded by Mr. Kennedy to approve the Application for Recognition of Schools. A roll call vote was taken with the following results:

Mrs. Beth Amado            yea  
Mr. John Kennedy            yea  
Mr. Jim Flanagan            yes  
Mr. Terry MacDonald        yea  
Mr. Bob McDonald            yea  
Mrs. Kathy Rohan            yea  
Mrs. Joan Boss                yea

MOTION CARRIED            (7-0)

13. Consideration was made by the Board to approve the FY11 Budget as presented by Mrs. LaBella earlier in the meeting. A motion was made by Mrs. Amado and seconded by Mr. MacDonald to approve the

FY11 Budget. A roll call vote was taken with the following results:

Mrs. Beth Amado	yea
Mr. John Kennedy	yea
Mr. Jim Flanagan	yes
Mr. Terry MacDonald	yea
Mr. Bob McDonald	yea
Mrs. Kathy Rohan	yea
Mrs. Joan Boss	yea

MOTION CARRIED (7-0)

14. At 8:52 p.m. a motion was made by Mrs. Amado and seconded by Mr. MacDonald to recess to Closed Session to discuss collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees ILCS 120/2 (c ) A roll call vote was taken with the following results:

Mrs. Kathy Rohan	yea
Mr. John Kennedy	yea
Mr. Jim Flanagan	yea
Mr. Terry MacDonald	yea
Mr. Bob McDonald	yea
Mrs. Beth Amado	yes
Mrs. Joan Boss	yea

MOTION CARRIED (7-0)

15. At 9:39 p.m. the Board returned to Open Meeting with the following Members returning:

Mrs. Kathy Rohan  
Mr. John Kennedy  
Mr. Jim Flanagan  
Mr. Terry MacDonald  
Mr. Bob McDonald  
Mrs. Beth Amado  
Mrs. Joan Boss

16. There being no further business, at 9:40 p.m. a motion was made by Mrs. Amado and seconded by Mrs. Rohan to adjourn the Meeting. A roll call vote was taken with the following results:

Mrs. Kathy Rohan	yea
Mr. John Kennedy	yea
Mr. Jim Flanagan	yea
Mr. Terry MacDonald	yea
Mr. Bob McDonald	yea
Mrs. Beth Amado	yea
Mrs. Joan Boss	yea

MOTION CARRIED (7-0)

17. The next Regular Meeting of the Board of Education will be held on October 20, 2010 at 7:00 p.m. at Northeast School, 9400 South Sawyer, Evergreen Park, IL.

*James B. Hanagan*  
\_\_\_\_\_  
President

*Jean M. Boss*  
\_\_\_\_\_  
Secretary

## PRESS RELEASE

The Board of Education of Evergreen Park School District 124 is disappointed to learn that the Evergreen Park Federation of Teachers, Local 943, voted to reject a tentative agreement reached between the Board and Union negotiations teams. Local 943 represents approximately 198 teachers and other certified employees, and support staff such as teacher aides and secretaries who work in District 124. The Collective Bargaining Agreement expired on June 30, 2010.

The parties received interest based bargaining training in January 2010 from the Federal Mediation and Conciliation Service and commenced bargaining in February. A FMCS mediator was present at all 20 negotiations sessions to facilitate the process. In July 2010, the interest based process was terminated at the Union's request and the parties entered mediation with a FMCS mediator.

The Board and the Union reached the tentative agreement on September 1. Both the Board and the Union teams agreed to use their best efforts to obtain ratification by the Union membership and the Board of Education. The Union membership overwhelmingly rejected the tentative agreement on September 14.

The tentative agreement rejected by the Union membership included a two-year contract and the following benefits and salary increases:

- Continued Board payment of 90% of the cost of single medical, dental and vision insurance coverage, and 75% of the cost of family coverage;
- Teacher salary increases of 2.25% for 2010-2011 and 2.5% for 2011-2012;
- Support staff salary increases of 2.5% for 2010-2011 and 3% for 2011-2012;
- In addition to the above salary increases, the Board would pay each employee a stipend for each year if the revenues received for the year are greater than anticipated;
- A health reimbursement plan funded by the Board would be implemented for employees participating in the PPO health insurance plan;
- Extra-duty pay increases of 2% for each year; and
- Attendance incentives for missing three days of work or less per school year.

Under the tentative agreement, the employees would continue to work less than a seven-hour day (including the employee's duty-free lunch) and a 182-day work year.

The Board of Education believes that the tentative agreement reached with the Union negotiations team, but rejected by the membership, was fair to employees, students and taxpayers. Due to the financial outlook this past spring, including the State's nonpayment of expected reimbursement, the Board was forced to consider reductions in costs and staff. Projected revenues for the District will further decrease over the next two years, and State payments will be further reduced due to the State's financial situation. One-time federal stimulus payments and anticipated jobs bill funds were used or earmarked by the District towards maintaining staff, salaries and benefits as best as possible given the financial realities in a hard economy. The tentative agreement rejected by the Union would already require the District to file a deficit reduction plan with the State by the 2013-14 school year. A deficit reduction plan will likely require major reductions in staff and programs with an increase in class sizes. The Board of Education recognizes that many members of the community are out of work and homes are in foreclosure, and believes that the hard financial times should be taken into account in reaching a responsible settlement.

The Union has requested that the Board return to the bargaining table to reach a new agreement. The Board of Education assures the community that it will remain focused on providing quality instruction for students now and in the future at a cost affordable to the taxpayers.

For additional information or questions, please call Dr. Diane P. Cody, Superintendent, Evergreen Park Elementary School District 124 at 708/423-0950.

# District Improvement Plan 2010-2012

Evergreen Park Elementary  
School District 124

## What is the purpose of a District Improvement Plan and why do we need one?

- District improvement is the process of developing, implementing, and integrating activities to maximize human, material, and fiscal resources
- Through the No Child Left Behind (NCLB) legislation, accountability measures have been introduced that necessitate the participation of District 124 and its schools in this process

## What are the components of a district improvement plan?

- **Data and Analysis** – Includes a review of data such as ISAT test scores, attributes and challenges of the school and community such as educator qualifications, professional development, student discipline, parent involvement, student mobility and attendance rates, low-income, etc.
- **Determine Needs** – Look at the data to determine the needs of the students, staff, and parents
- **Create Goals** – Develop goals that address the needs; goals are designed around areas of deficiency – reading, math, attendance, etc.
- **Action Plan** – What steps are needed to accomplish each goal; what is the timeline in which the steps must be completed
- **Plan Implementation:** Start doing it!

## DISTRICT DATA ANALYSIS

Grades 3-8 2010 - 77.5 %  
2011 - 85%

ALL STUDENTS	READING	MATH	# OF STUDENTS
	82%	86%	1264
SUBGROUPS	READING	MATH	# OF STUDENTS
White	89%	92%	668
Black	74%	77%	339
Hispanic	74%	80%	203
Asian/Pacific Islander	93%	86%	14
Native American	100%	100%	3
Multi-Racial	86%	86%	37
IEP's	50%	63%	245
LEP	65%	77%	88
Low Income	74%	80%	450

## READING

- **Current Status:** 83.4% of all students meeting/exceeding standards
- **State Benchmark for 2011 ISAT Test:** 85%
- **Goal:** Increase the number of students by 5% to 88.4%

## Reading Activities

- 1) Ensure use of research-based comprehension strategies in the classroom
- 2) Implement core reading curriculum with integrity
- 3) Analyze data from AIMSweb and MAP assessments for individualized goal planning and program evaluation
- 4) Create local norms to track and analyze student progress for reading comprehension by using local assessments
- 5) Provide opportunities to increase parent understanding of the RtI process with regard to the three-tier model of support in reading

### Reading Activities (cont'd)

- 6) Disaggregate reading AIMSweb data by subgroups for analysis
- 7) Gifted facilitators will meet with classroom teachers to create an ILP (Individualized Learning Plan) for identified gifted students
- 8) Present strategies for incorporating the 6 + 1 Traits writing program to all classroom teachers

### MATHEMATICS

- **Current Status:** 86.7% of all students meeting/exceeding standards
- **State Benchmark for 2011 ISAT Test:** 85%
- **Goal:** Increase the number of students by 5% to 91.7%

### Mathematics (cont'd)

#### Activities

- 1) Administer AIMSweb screener for math computation to all students three times per year; collect and analyze data
- 2) Administer AIMSweb screener for math concepts/applications in January and May this year; three times next school year; collect and analyze data
- 3) Math fact practice will be incorporated into the core math program for grades 1 through 5
- 4) Math fact philosophy and math fact quarterly expectations will be developed and distributed to all classroom teachers in grades 1 through 5

### Mathematics (cont'd)

#### Activities

- 5) Parents will be made aware of the district philosophy for math fact fluency and how to assist their child at home with the mastery of math facts
- 6) AIMSweb data for math facts and concepts/applications will be disaggregated by subgroups for analysis
- 7) Explore various research based math intervention programs by contacting publishers, attending workshops, networking with consultants, etc.
- 8) Local assessment data from AIMSweb and MAP will be analyzed for individualized goal planning and program evaluation

### English Language Learners

- **Current Status:** 69.7% of the ELL students meet/exceed in reading and 80.9% meet/exceed in math
- **State Benchmark for 2011 ISAT Test:** 85%
- **Goal:** Reading – increase the number of students to 73% (Safe Harbor Target) and Math – increase the number of students to 85%

### English Language Learners

#### Activities

- 1) All ELL students in Tier 3 will be progress monitored weekly. Data will be analyzed to measure student growth
- 2) Transition plan guidelines for ELL students will be developed for when the students reach a level of no longer needing intensive support services
- 3) Review and evaluate the district's model for delivery of services for ELL students by researching best practices, meeting with consultants, attending conferences, etc.
- 4) Increase home/school communication with parents of ELL students
- 5) Provide professional development and strategies for support for ELL teachers and classroom teachers of ELL students in all content areas
- 6) ELL parent workshops to educate parents on ways to help their child in reading, math, and social/emotional growth

## STUDENTS WITH DISABILITIES

**Current Status:** 24% of the District's students have been identified as needing an IEP for support services

**State Average:** 15% is average number of students receiving support services

**Goal:** Accurately identify and determine appropriate placement in least restrictive environment for students needing support services with 3% of current IEP students receiving similar services under the RtI model of support; increase by 3% the number of students in a less restrictive environment

## Activities

- 1) Progress monitor all students weekly in Tier 3 including special education students
- 2) All data for students in Tier 3 will be reviewed by a Tier 3 problem-solving team at least every four weeks
- 3) Administration will take an active role/mentor staff in order to place students in the least restrictive environment
- 4) Discuss legal issues focusing on special education eligibility with staff presented through an attorney with the District's legal firm
- 5) Review best practices and the delivery of speech/language services in a three-tier model of support
- 6) Review the screening process and procedures for early childhood services

## Activities

- 7) Observe all students in AERO programs to determine if the students can receive similar support services in a district program
- 8) Educate parents regarding the Response to Intervention supports available and include the parents in Tier 3 problem-solving meetings
- 9) Meet with staff of 5<sup>th</sup>/6<sup>th</sup> grade IEP students to discuss the transition to the junior high school
- 10) Coaches trained in the RtI implementation process will provide ongoing professional development to the district building and leadership teams and the problem-solving teams in the development of a system where data-based decisions and research-based strategies are part of continuous district and school wide improvement

## Evergreen Park Elementary School District 124

Fiscal Year 2011 Budget

## Fiscal Year 2011 Summary

<b>Total Revenues</b>	<b>\$22,350,936</b>
<b>Total Expenditures</b>	<b>\$23,583,304</b>
<b>Deficit</b>	<b>(\$1,232,368)</b>

### Updates - Revenues

- Reading Improvement Block Grant Eliminated \$68,850 (teacher)
- Early Childhood Block Grant Reduced \$11,795 (1.5 teachers, 1.5 aides)
- State Money Reduced: \$80,645
- ARRA Education Jobs Fund Program Allocated \$98,394
- Net Funds to District for FY'11: \$17,749

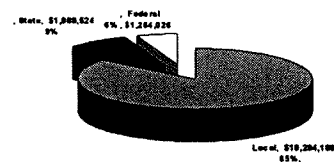
### Updates - Revenues

- ARRA Education Jobs Fund Program a one-time infusion of \$98,394
- Reading Improvement Block Grant and Early Childhood Block Grant reductions not likely to be replenished next year. Loss of \$80,645
- Net Loss to District FY'12: \$80,645

Evergreen Park Elementary School District 124  
Projections Worksheet: All Funds

Revenues	Budget 2011	Projected 2012	Projected 2013	Projected 2014
Property Taxes	\$ 18,036,216	\$ 18,546,018	\$ 18,962,051	\$ 19,396,800
Corp Rpt Taxes	\$ 302,000	\$ 304,000	\$ 304,000	\$ 304,000
Interest	\$ 386,875	\$ 299,441	\$ 285,386	\$ 238,095
Other Local	\$ 443,088	\$ 315,145	\$ 315,279	\$ 315,416
Extended Day Program	\$ 144,000	\$ 136,150	\$ 136,150	\$ 136,150
State - GSA	\$ 1,023,566	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
State - Categoricals	\$ 1,139,790	\$ 1,140,368	\$ 1,140,368	\$ 1,140,368
State - Pmts from Prior Year	\$ 368,436	\$ -	\$ -	\$ -
Other State	\$ 147,732	\$ 147,732	\$ 147,732	\$ 147,732
Federal	\$ 1,185,632	\$ 970,828	\$ 970,829	\$ 970,829
Federal SFSP (GSA)	\$ 98,394	\$ -	\$ -	\$ -
Unpaid State Funds	\$ (890,000)	\$ (690,000)	\$ -	\$ -
Working Cash Abatement	\$ -	\$ -	\$ -	\$ -
<b>Subtotal</b>	<b>\$22,567,738</b>	<b>\$22,169,802</b>	<b>\$23,241,915</b>	<b>\$23,647,310</b>

Evergreen Park Elementary School District 124  
Fiscal Year 2011 Revenues



## Updates - Expenditures

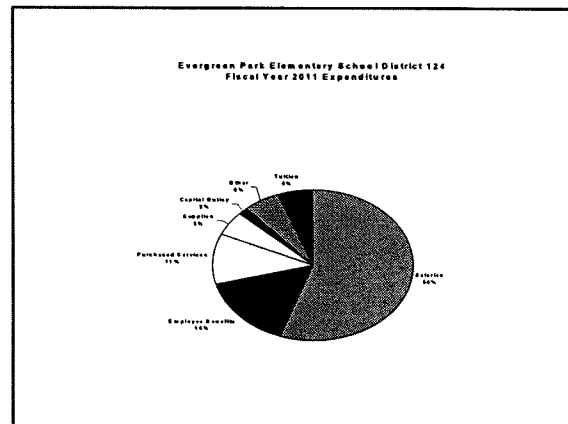
- Expenditures hold from tentative budget for Fiscal Year 2011
- Salary and benefits increased in projections for Fiscal Year 2012 from 2% to 2.5% and add Health Reimbursement Account both from Tentative Agreement.
- Salary and benefits held at 2% for Fiscal Years 2013 & 2014

## Updates - Expenditures

- Fiscal Year 2011 – Student Database System
  - Database is no longer operational.
  - Committee made up of administrators, secretaries and technology staff have met with three companies.
  - New system will probably cost in the \$70,000 range.
  - Will pay for it through this year's budget by cutting back on currently budgeted items.

Evergreen Park Elementary School District 124  
Projections Worksheet: All Funds

Expenditures	Budget 2011	Projected 2012	Projected 2013	Projected 2014
Salaries	\$13,028,874	\$13,327,779	\$13,594,334	\$13,866,221
Employee Benefits				
Employee Benefits	\$3,877,221	\$3,845,057	\$4,213,771	\$4,502,280
Purchased Services	\$ 2,551,000	\$ 2,836,277	\$ 2,724,462	\$ 2,815,657
Supplies	\$1,228,853	\$1,278,501	\$1,334,412	\$1,381,796
Capital Outlay	\$386,879	\$401,219	\$416,343	\$432,075
Other	\$1,372,577	\$1,384,880	\$1,399,217	\$1,411,804
Tuition	\$1,340,000	\$1,407,000	\$1,477,350	\$1,551,218
WC Abatement	\$0	\$0	\$0	\$0
<b>Subtotal</b>	<b>\$23,583,304</b>	<b>\$24,391,712</b>	<b>\$25,159,890</b>	<b>\$25,970,860</b>



Evergreen Park Elementary School District 124  
Projections Worksheet: All Funds

Revenues	Budget 2011	Projected 2012	Projected 2013	Projected 2014
Subtotal	\$22,567,739	\$22,169,802	\$23,241,915	\$23,647,310
<b>Expenditures</b>				
Subtotal	\$23,583,304	\$24,391,712	\$25,159,890	\$25,970,860
Surplus (Deficit)	(\$1,015,565)	(\$2,221,910)	(\$1,917,974)	(\$2,323,550)
Fund Balance	\$17,422,827	\$15,200,717	\$13,282,743	\$10,959,193
<b>Unrestricted Fund Balance</b>	<b>\$14,383,823</b>	<b>\$11,950,118</b>	<b>\$9,827,032</b>	<b>\$7,305,528</b>
Direct Revenues	\$ 20,430,302	\$ 19,954,744	\$ 21,007,480	\$ 21,384,883
Direct Expenditures	\$ 21,623,137	\$ 22,388,449	\$ 23,130,546	\$ 23,806,387
Difference	\$ (1,192,835)	\$ (2,433,704)	\$ (2,123,066)	\$ (2,521,504)
Fund Balance @ 6/30	\$ 14,383,824	\$ 11,950,119	\$ 9,827,033	\$ 7,305,528
Condition	unbalanced	unbalanced	unbalanced	unbalanced
Deficit Reduction Plan?	No	No	No	Yes

## What is a Deficit Reduction Plan?

- A deficit reduction plan is necessary if the local school board adopts the annual budget in which the operating funds (Ed, O&M, Transportation & Working Cash) result in total direct revenues being less than total direct expenditures by an amount greater than 1/3 of the ending fund balance.
- Then, must file a deficit reduction plan to balance the budget within three years.

## Fiscal Year 2011 Budget

- Has been on display in the District Office for more than 30 days.
- Adopt Fiscal Year 2011 Budget
- Submit to ISBE and Cook County
- Posted on Website

Questions?

**PERSONNEL RECOMMENDATIONS**  
**September 16, 2010**

**Certified Personnel**

**Addition**

Name	Date	Position	Step/Lane
Margaret Boyce	September, 2010	.5 Speech & Language Pathologist	20 / MA + 30

**Classified Personnel**

**Job Change**

Name	Date	From	To
Carol Long	August 30, 2010	Food Service	Night Custodian – NE
Mary MacDonald	August, 2010	Teacher Aide-NW	.5 Pre-K Aide- SE/.5 Food Service
Kristin Zernia	August, 2010	.5 Pre-K Aide	Teacher Aide – NW
Wayne Case	August, 2010	Night Custodian - CJH	PT Food Service/PT Custodian – CJH
Steve Kachnowski	August, 2010	Night Custodian – CJH	Day Custodian – CJH (temporary)

**Addition**

Name	Date	Position
Robert Parker	August 23, 2010	Custodian, Full-time Temporary

Richard Widner	August 23, 2010	Custodian, Full-time Temporary
Kristy Mendoza	September, 2010	Food Server – CJH
Robyn Geary	September, 2010	Food Server – SE

**Leave of Absence – FLMA**

Name	Date	Position
Tammy Pritchard	2010-2011 SY	Teacher Aide

**Resignation**

Name	Date	Position
Donna Looney	September 10, 2010	Food Server – CJH

**Retirement**

Name	Date	Position
Barb Montet	June 15, 2011	Head Cook – CJH