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2. What is the impact on our staff?
3. What can we cut besides personnel?
4. What are the short – and long term plans for fiscal stability?

Board members agreed with these guiding principles and noted that it was paramount that we minimize the impact on our students and staff and make that our priority. They also discussed PMA's projections out through 2013-2014 and the difficulties looking at the District in the future. The possibilities of the State of Illinois lowering its foundation rate to schools and the impact that could have on the district is a deep concern. President Winter noted that the only stable resource of revenue the Board has is the local taxpayer who is paying property tax.

Dr. Blount shared the Building Staff Restructuring that has occurred which have been a huge factor in increases in the budget, but that have made a real difference in how we do business in the District.

Dr. Blount shared the District Building Improvements and Scheduled Communications.

The Board discussed the Possible Budget Reductions for 2010-2011 which included:

1. Textbook adoption delayed one year for a savings of \$955,000.
2. 2010 Teacher Retirement with replacement estimates based on MA, Step 3 – savings of \$1,471,042.
3. Additional savings by attrition of the following positions:
4 Literacy Coaches retiring, positions not filled - \$147,604 plus benefits and \$47,019 for a total of \$194,623.

Board members asked Dr. Blount to share the formula used in coming up with the retirement replacement estimates and if any of these were early retirements that would cost the District more money. There are no early retirements, except for one that might cause this addition, but this has been considered in these calculations. Dr. Blount shared the formula used for these calculations.

Additional Possible Budget Reductions for 2010-2011

Additional savings by attrition of the following positions:

- Gifted Strategist retiring, position not filled \$36,9801 plus benefits \$10,657 for a total of \$47,558.

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- 3 High School Counselors retiring, positions not filled \$110,703 plus benefits \$42,973 for a total of \$153,676.
- High School Assistant Principal retiring, position not filled \$95,663 plus benefits \$16,876 for a total of \$112,539.
- 3 Custodians retiring, positions not filled \$126,856 plus benefits \$37,875 for a total of \$164,731.

Dr. Mandernach requested that Dr. Blount send the Board new information on the 1) Projected Revenue Figures 2) What the gap is between revenue and expenses.

More Possible Budget Reductions for 2010-2011 for consideration:

- Summer maintenance positions - \$15,000.
- Blackberries and cell phones – reduction per year of \$28,500
- Reduce Community Engagement costs by \$50,000 (supplies, advertising).
- One site for Apex (credit recovery) \$12,575.
- Scale back on building entry upgrades \$50,000. (O & M)
- Reduce printing costs \$31,385.

Board members asked for the total costs of cell phones and blackberries per unit and information on how these are used. Also needed is air time availability and what is the down side of the liability issues to the District if the administrative staff does not have this equipment. Mr. Roberts has no problem with these phones and blackberries, however, Mr. Peete believes staff could purchase their own and writes them off their taxes. Others noted the importance of having immediate information regarding emergencies, student information, walk through information that goes straight to a centralized system which helps enhance classroom instruction. Mr. Oakes is concerned that reducing Community Engagement advertising and supplies may jeopardize the upgrades the District has made to enhance our image and hopes we give this more consideration.

More Possible Budget Reductions for 2010-2011:

- Reduce participation in community banquets and events - \$1,800.
- Reduce MIS and computer training, \$30,000.
- Extend switch and server replacement by one year \$20,000.
- Replace Novell with Microsoft, replace GroupWise with

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Exchange/Outlook for \$20,000.

Max discussed the replacement of Novell with Microsoft and the exchange/outlook to replace GroupWise. Board believes this should be completed. He also explained the switches and servers and how this was all infrastructure equipment.

More Possible Budget Reductions for 2010-2011:

- Reduce costs of Awards of Excellence by having the event every other year - \$6,097.
- Reduce costs for Retirement Tribute by half - \$3,650.00.
- High school summer reading program for freshmen only, savings of \$10,000.
- Reduce police officers at sporting events by one-half, savings of \$8,500.

All of these possibilities total \$3,386,676. Board members discussed the budget. All raises for all staff have been figured into next year's budget projections. Board members had the following questions/discussion items:

1. All the unions and the District negotiating team bargained in good faith. Both sides were at the table and the "good ax" swings both ways in these matters.
2. PMA has given the finance committee additional details projected out for a few years – based on balances and a curve.
3. There are obvious downturns.
4. We have no money in the downturn we are broke now and beyond.
5. Incremental changes from year to year.
6. The most stable resource for income is the local taxpayer.
7. There is a great chance that state levels will decrease – the foundation level. Are we anticipating this in our projections for next year?
8. When we talk about courageous conversations this definitely comes into play.
9. 85% of our budget is personnel – we will have to look at personnel – reductions in force are a challenge but we must stay fiscally responsible. 85% is personnel.
10. We had to have competitive raises and we must continue competitive benefits to attract good teachers, administrators and other staff to District #61. It would be foolish to not stay competitive in the market place.

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	This ended the discussion on those items presented for consideration. Superintendent Davis welcomed and introduced Ms. Jonnie Clark, Director of Human Resources, who is visiting this week. She thanked the Board and Superintendent for the welcome she had received this week.	Board members welcomed Ms. Jonnie Clark.
	Mr. Winter moved to go into Closed Executive Session for the purpose of discussing the appointment, employment and/or dismissal of certain personnel and collective bargaining matters. No action will be taken during closed session. He called for a second. Mr. Peete seconded the motion. Hearing no discussion he called for a Roll Call Vote: Aye: Roberts, Winter, Peete, Moore, Oakes, Mandernach and Robinson Nay: None Roll Call Vote: 7 Aye, 0 Nay	Motion carried. Board members went into Closed Executive Session at 6:30 PM.
	Mr. Winter noted that the Board would take a 15 minute recess before beginning the Closed Session.	
Adjournment	Mr. Roberts moved to adjourn the Work Session, seconded by Mr. Moore. All were in favor.	Meeting adjourned at 9:12 PM.

Daniel Winter, President

Melinda J. Harrington, Secretary