

**COMMUNITY CONSOLIDATED SCHOOL DISTRICT 46  
BOARD OF EDUCATION TOWN HALL MEETING  
WEDNESDAY, JANUARY 9, 2013  
GRAYSLAKE MIDDLE SCHOOL, 440 N. BARRON BLVD., GRAYSLAKE**

Immediately following the regular Board of Education Meeting on Wednesday, January 9, 2013, a Town Hall Meeting was held to allow residents to ask questions regarding the potential teachers' strike.

The Town Hall meeting began at 6:50 p.m. with Business Manager Anna Kasprzyk providing a presentation updating the progress of Teachers' contract negotiations and the current proposals for both sides. After the presentation, residents were able to address Board Members with questions. Following are highlights of the questions and comments.

Resident #1 – Colleen Wade

Thank you for holding this Town Hall meeting. Board members have to answer to themselves on their professional conduct. She hopes that the board and the teachers come to agreement by next week and challenges the board to reconsider the freeze on lane changes. Why would you not award a teacher for getting more education? Concerned about the plan to hire sub teachers during a strike. Her number one concern is safety. Subs are not trained on the curriculum and she assumes the teachers will leave no lesson plans. Parents need to know what to expect so parents can decide if they want to send their children to school.

**Q:** How are you going to ensure the children who attend school during the strike will be safe?

**A:** Superintendent Correll responded that she is in the process of accepting applications and she and principals will interview subs. The entire district will not be opened at one time; it would be one building at a time. Parents will be notified if a building is opened.

**Q:** What is the next step? What is the communication plan?

**A:** Superintendent Correll responded that we will continue to put information on the District website and will communicate to the Daily Herald and The Patch. She will make sure daycare is available for students at Meadowview and Prairieview Schools if there is a strike on Wednesday. She will use the automated phone system to call all parents on Tuesday night if there is no agreement.

Resident #2 – Nathan Sweeney

**Q:** What things has the District tried to do to save money before this point?

**A:** Superintendent Correll responded that building budgets have been cut several times; utility costs have been reduced; reduced the number of community field trips and conferences for teachers; renegotiated contracts for printer/copiers and bus transportation. We are constantly looking at ways to reduce our costs without affecting students.

**Q:** Has Administration been reduced?

**A:** Superintendent Correll responded that several Administration roles have been eliminated such as Assistant Superintendent, Director of Curriculum and Assistant Director of Curriculum. Administrators also had not received salary increases for 3 years prior to this year's salary realignment.

Resident #3 – Sarah Watters

**Q:** Do steps refer to years of service and how do steps affect a teacher's pension?

**A:** President Millington responded that step changes are a 2-4% increase per year and pension is based on the teacher's four highest years of salary. A step is one year of service.

Kip Evans also responded that the pension is based on the 4 best years of salary. Usually the last 4 years prior to retirement is the highest salary years. President Millington shared that currently the teacher's contract gives a 6% raise to teachers for their last 4 years before retirement. The board is currently negotiating this percentage in the new contract. Anna Kasprzyk also shared that TRS allows 6% as the maximum that can be offered without receiving penalties.

President Millington also shared that the state has reduced their funding to the district by 1.2M dollars. We did not expect it to be reduced by this extent.

**Q:** In the presentation what does the 23 teachers' cuts represent?

**A:** Superintendent Correll stated that cutting 23 teachers would only take care of the salary increases if they agreed to the union proposal. The salary of 23 teachers equals the increase in budget. The cutting of these 23 teachers would not address any of the deficit concerns.

#### Resident #4 – Siobhann Poprawski

**Q:** What percentage is 1.2M dollars of the entire budget?

**A:** Anna Kasprzyk stated she does not have the number. She will post answers on the website after this meeting. (See last page for answer.)

#### Resident #5 – Steven Boxer

**Q:** Where did the CPI number in the presentation come from? The Government uses different numbers. Would also like to know the 20 schools that our district was compared to in the presentation.

**A:** Anna Kasprzyk responded that she used the National Labor website number for CPI inflation rate. She will also post a list of the 20 schools. (See last page for answer.)

Also commented that a salary freeze does lower a teacher's retirement amount.

Kip Evans also shared that other districts do not offer the 6% increase before retirement.

**Q:** Do we have numbers in terms of enrollment for the past 10 years?

**A:** Superintendent Correll stated that she does not have the exact numbers but we are down a little. We are down approximately 150 students from last year. The projections are that we will continue to go down a little each year.

**Q:** In terms of the 23 teachers that have to be cut, has the lower enrollment projection been taken into account?

**A:** Superintendent Correll said this has to be taken into account when we look at staffing and ways to cut the deficit. This has not been done yet.

President Millington responded that at some point we have to work on closing one of the schools and that is going to be a long process.

**Q:** If we need to close a school, why was a school just built 5-6 years ago? What were the projections back then? Are we using the same company that forecasted back then?

**A:** Superintendent Correll responded that it's a cost to bring a company back in to complete projections. 5-6 years ago the projections were that enrollment was going to increase. In the Madrona area there were lots of homes being built that people did not move into in, and there were several different developments that were suppose to be built that did not happen. Keith Surroz shared that a large development was suppose to happen at Fairfield and Rt. 120 that never happened. Also due to the housing market, people who no longer have children are not moving out of the district, so new families with children are not moving in.

**Q:** What if 200 or 300 students move away next year? How do you deal with that?

**A:** Keith Surroz said that's difficult to turn around as staffing starts now for the following school year. When you make plans you have to plan a couple years out.

Resident #6 – Sabrina Galiano

All cuts do affect the children, even the consolidation of bus routes have affected the children. Please keep in mind that the strike will affect the children.

Resident #7 – Lennie Jarratt

**Q:** On the presentation do the pay increases show the actual raises or does it show the lane changes?

**A:** Anna Kasprzyk responded that the increase shows the step and lane increases.

Resident #8 – Beth Schwab

Is the 1.2M-dollar shortage from the state the real driver in the district's deficit? She is not hearing a plan in place for correcting the deficit amount. If the teachers' could see that we were able to provide more in the future, maybe that would break the stale mate.

Resident #9 – Jeannie Kirby

Point of clarification, the 6% increase for the 4 years before retirement benefits both management and labor because lower salaried teachers can be hired when the highest paid teachers retire.

**Q:** What is the percentage of teachers who has turned in their intent to retire in the next 4 years?

**A:** Anna Kasprzyk responded that the District currently has 19 staff members who have turned in their intent to retirement.

**Q:** The expected enrollment is not going down so these 19 teachers would have to be replaced correct?

**A:** Anna Kasprzyk responded that this is correct and these lower teacher salaries were projected in the presentation.

Resident #10 – Mr. Fein

**Q:** At the last Town Hall meeting someone suggested that the Teachers' Union hold a meeting to get information out. What happened with that?

**A:** Superintendent Correll responded that she did share this request with the union president. It's their decision.

Online Questions

**Q:** Concerned about her child's opportunity to learn and her safety. How is that being kept as the priority during negotiations?

**A:** Superintendent Correll responded that during negotiations things are going on as normal in the classrooms. There is no change in day-to-day routines during negotiations. In regards to safety, the district is continuing to look at the safety plans in all our buildings and will be meeting with the emergency management people in our community in the near future. Shannon Smigielski also responded that she can confirm that MAP testing is currently going on in schools and a lot of schools went through their safety procedures after returning from the holiday break. Those are all still continuing.

**Q:** Will the board enter into accelerated negotiations with the union between now and the strike date?

**A:** President Millington responded that there is a meeting scheduled for Friday, January 11<sup>th</sup> and they are prepared to stay as long as needed.

**Q:** Which board members are present during the negotiations?

**A:** President Millington responded that all board members plan on being present. Since we started mediation, all board members have been attending.

**Q:** Will the missed school days extend the school year?

**A:** President Millington responded that it is part of the negotiations and asked Attorney Kevin Gordon to respond. Kevin responded that this is a topic for negotiations and the factors that play into that is how many days are missed and what activities are missed during a strike.

Resident #11 – Vicki Comerford

Concerned about what she will do with her children if the teachers strike. Her children are too old to go to daycare. Hoping that the board takes these situations into consideration.

Resident #12 – Heather

**Q:** Comment was made about Administration salary alignment and she does not know what that is. Will you RIF at the end of the year if you don't need as many teachers due to enrollment?

**A:** Superintendent Correll responded that we will RIF the number of staff that they need to. We are not going to RIF all non-tenure people. If there is a way to bring some of them back, we will also do that. The salary realignment was a committee that worked several months on the different obligations of each building Administrator and the Administrator's years of experience. With these factors, Administrators salaries were put in alignment with where they are currently working.

President Millington also responded that not all Administrators received realignment in salary and he also explained that RIF means Reduction in Force.

President Millington thanked everyone for coming and stated that the Board will keep everyone informed after Friday's negotiation meeting.

Town Hall meeting ended at 7:43 p.m.

**Follow-up questions and answers after the meeting (Anna Kasprzyk):**

- What are the districts that were used to compare their teacher agreements to the teacher proposal CCSD46 has offered to the teachers?

Antioch SC 117  
 Aptakisic SD 102  
 Bannockburn SD 106  
 Barrington CUSD 220  
 Beach Park SD 3  
 Community HSD 128  
 Deerfield SD 9  
 Freemont SD 79  
 Grayslake HSD 127  
 Hawthorn SD 73  
 Lake Villa SD 41  
 Lake Zurich SD 95  
 Libertyville SD 70  
 Mundelein SD 75  
 North Shore SD 112  
 Oak Grove SD 60  
 Oswego CUSD 308  
 Round Lake Area CUSD  
 116  
 Stevenson HSD 125  
 Township HSD 113  
 Wauconda CUSD 118  
 Woodland SD 50

- Please provide the data used to illustrate Avg. Teacher Raises vs. CPI

	Avg. Base+ Step Increase (%)	CPI
1999-00	9.98%	3.4
2000-01	6.54%	1.6
2001-02	5.78%	2.4
2002-03	5.84%	1.9
2003-04	5.39%	3.3
2004-05	6.37%	3.4
2005-06	5.20%	2.5
2006-07	5.21%	4.1
2007-08	5.20%	0.1
2008-09	3.96%	2.7
2009-10	3.96%	1.5
2010-11	2.75%	3.0
2011-12	3.96%	

- What is the percent of decrease in General State Aid? In FY 2011 CCSD 46 received \$8,050,834 in General State Aid. For FY 2013 the amount decreased to \$6,276,719. This represents 22% decrease in General State Aid.