

RVS'D REF #	ORG'L REF #	TYPE	ITEM	DESCRIPTION	ORIGINAL BUDGET \$s	DOLLARS SAVED AND/OR GENERATED					ACCOUNT NUMBERS	RECOMMENDATION	IMPACT STATEMENT
						FISCAL 2010- 11 \$s	RUNNING TOTAL	FISCAL 2011-12 \$s	FISCAL 2012-13 \$s	3-YEAR RUNNING TOTAL			

Listed below are "Opportunity Strips" reflecting district staff input and administrative review. Recommendations are made in priority order of "first action" to be taken to "last action" to be considered based, initially, on Administrative consensus. A "RED" line has been struck at the opportunity strip where the targeted dollar amount is reached--i.e., items above the "red" line are those to be included in the BOE acted upon Plan and implemented first; items below the "red" line are those to be included in the BOE acted upon Plan but implemented only as items above the line do not yield the dollar target and/or the target "moves" as a result of a greater than 10% cut in the anticipated State funding level. In all cases, restoration of "opportunity strips" would be made in reverse order of implementation.

1	1	Reduction	Copier-printer bid	Awards 5-year FMV lease for replacement of district's pool of copier-printers	\$ 210,000.00	\$ 119,000	\$ 119,000			\$ 119,000		Accept bid from Xerox corporation for lease-purchase and negotiate further savings by converting to a Fair market Value lease	FMV lease (vs. lease-purchase) would have vendor own machines at end of lease; failure to re-bid at maturity would result in roll-over costs equal to current lease payments--i.e., paying for machines "twice."
2	2	Savings	Bond insurance	Provides for school treasurers' bond to comport with State coverage minimums	\$ 16,500.00	\$ 11,100	\$ 130,100			\$ 130,100		Recalculate premium paid on school treasurers' bond to reflect legal minimum requirements	Bond coverage (from non-recoverable losses due to theft) would be less but comply with minimum State guidelines
3	3	Elimination	Personnel	Select positions not filled with retirement of existing personnel	\$ 201,335.58	\$ 201,336	\$ 331,436			\$ 331,436		Eliminate one each of Industrial Tech and Math positions at high school with retirement of existing staff members	Minimal; affected course will be absorbed by other staff members and offered based upon student interest
4	4	Reduction	Supply budgets	Decrease supply budgets to historical levels	\$ 522,790.00	\$ 184,765	\$ 516,201			\$ 516,201		Reduce building supply budgets by 35%	Supply budgets were increased in fiscal 2010 by outgoing Asst. Supt. for Finance & Operations; returning budgets to historical levels; availability of network printing optimized toner/ink usage and reduces necessity for more expensive ink cartridges; reduces district's carbon footprint
5	5	Reduction	Paper budgets	Decrease supply of paper	\$ 66,200.00	\$ 16,550	\$ 532,751			\$ 532,751		Reduce supply of paper by 25%	Offset reduction in paper usage by copying to two sides; culture change; replacement copier-printers to support and ability to scan images for saving reduce need for paper copies; reduces district's carbon footprint
6	6	Revenue	Pay-to-play + Help	Charge fee for participation in extracurricular activities	\$ -	\$ 49,400	\$ 582,151			\$ 582,151		Depending upon activity, charge \$10-75 fee per activity--with cap of \$200--for athletic, marching band, student club and organization participation; alternatively, \$40 fee charged all students for unlimited participation.	Increases burden on household budgets; may decrease participation numbers especially among those who can least afford; "needs-based" scholarships" may be available to offset costs for aforementioned students; "fee waivers" not applicable for "priveledge" participation
7	7	Reallocation	Copier-printer lease	Creates heretofore untapped special funding source	\$ -	\$ 91,000	\$ 673,151			\$ 673,151		Free up operating dollars by reallocating the expense for lease payments from the "education fund" to a new sub-education or "lease" fund.	District would need to exercise its existing authority to levy for leases (currently do not); 4.8¢ levy would be required initially (dropping to 2.4¢ subsequently) raising by roughly \$16 initially (\$8 subsequently) the amount paid by the \$100,000 homeowner on his/her tax bill.
8	8	Reallocation	Job Descriptions/ Responsibility Allocation	Clarifies select job descriptions to more fully reflect loss prevention and safety responsibilities	\$ 560,790.50	\$ 560,791	\$ 1,233,941			\$ 1,233,941		Modify job descriptions of counselor, nurses, principals, deans, hall/door monitors, security, and like personnel and buildings & grounds, human resources and finance & operations administrators to reflect loss prevention and safety responsibilities. Free-up operating dollars by reallocating expense for certain loss prevention/safety responsibilities from	District would need to increase funding for Tort purposes resulting in an additional 8¢ of the levy or roughly \$26 on the \$100,000 homeowner's tax bill.
9	9	Increase	School Activity Income	Student admission fees	\$ 128,053.00	\$ 25,611	\$ 1,259,552			\$ 1,259,552		Increase all gate fees for students and adults by 20%	Fees have not been increased since fiscal 2002-03 when they went up 40%
10	10	Increase	Textbook	Student rental fees	\$ 96,739.00	\$ 29,022	\$ 1,288,573			\$ 1,288,573		Set registration fees at \$45	Fees were last changed for the 2003-04 school year when they increased from \$25 to \$35 (30%); fees lag behind those of other select LUDA district's whose fees range from \$50 (Effingham 'flat' K-12) to \$54-70 (Moline 'graduated' K-12) to \$90-215 (St. Charles 'graduated' K-12)

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11	11	Avoidance	Calendar	Minimizes number of cold days schools are in session	\$ 951,215.00	\$ 74,738	\$ 1,363,312			\$ 1,363,312		Align calendar to maximize the number of days/hours schools remain on "night set-back" during winter months by instituting a three week winter break and four-day work week January thru February	Earlier school year start and later school year end; 1st semester final before winter break; staff seeking additional college credit during summer may be impaired by out-of-sync district/college calendars; major cultural change impacting vacations, work, child care and other family/staff routines; reduces district's carbon footprint; produces approximate 10-11% net savings after accounting for "base" usage; number of instructional days prior to ISAT testing reduced by net 4 days
12	12	Savings	Calendar	Reduces work year for selected employees	\$ 2,090,443.00	\$ 37,420	\$ 1,400,731			\$ 1,400,731		Reduce clerical, custodial-maintenance, administrator and all other full-time twelve month employee work year by days buildings are closed and/or reduce work days in lieu of salary increases	Would affect custodial, maintenance, certain secretarial, building and district administrative personnel; Subject to impact bargaining with Unions
13	13	Eliminate Draw Down	GASB 45 Pension Trust	Discontinues trust established to fund pension benefit liabilities on future retirees. Draw down Post Retirement Trust fund to benefit of Medical Trust fund; Defer BOE portion of premium increase; other	\$ 605,400.00	\$ 302,700	\$ 1,703,431			\$ 1,703,431		Rescind GASB 45 Pension Trust and permanently transfer reserves to Education Fund. Make whole Medical Trust fund on paid out claims for post retirement benefits in excess of premium paid; draw down newly restored Medical Trust fund balances by suspending for one year projected BOE increased contribution	District has not utilized Post Retirement Medical Trust fund for its intended purposes: pay excess of retired employees claims over premium contributed. One-time infusion of moneys to Medical Trust fund; One-time suspension of BOE making additional contributions toward premium; GASB 45 did not require funding of liability but rather recognition that one potential existed; District currently overfunds liability by 300% given number of recent retirees; will provide significant infusion of cash and fund equity toward 180-days "cash-on-hand" and "\$1:\$4" operational service goals/ ISBE financial "recognition" status maintenance; Fund balance in Medical Trust may not be sufficient to support increased claim costs into FY2010-11 without changes to medical insurance plan and/or increased employee contribution beyond current 9.5% or one-time "assessment" on employees. Re-state, as necessary, Medical Trust and Post retirement Trust audits.
14	38	Re-allocation	Partial abatement of Working Cash fund	One-time transfer of working cash fund reserves to meet education fund operating expenditures	\$ 5,608,554.00	\$ 302,700	\$ 2,006,131			\$ 2,006,131		Adopt resolution(s) suspending BOE Policy goals and abate portion of working cash fund into education fund.	Reduces reserve balances lowering "fund balance to revenue ratio" and "days cash on hand"; may result in downgrade of district's financial health from "Recognition" to "Review"; \$9,000 loss in annual interest income (not included in calculation) assuming long-term investment paying 3%.
15	14	Consolidate	Central office administration	Reconfigure and align job responsibilities	\$ 122,866.00		\$ 2,006,131		\$ 142,828	\$ 1,543,559		Beginning with fiscal 2012-13, move from 4 to 3 the number of central office administrators	Planned retirement of curriculum and instruction administrator; reallocate job responsibilities among remaining C.O. Team members including Superintendent, Human Resources, and Finance & Operations; Elevate human resource title from director to assistant superintendency; partially backfills hole created with one-time pension rescission; affects 1 FTE
16	15	Optimize	Instructional Delivery	Beginning in Fiscal 2011-12, move from "Block" to "Other TBD" schedule at GHS	\$ 282,065.00		\$ 2,006,131	\$ 282,065		\$ 1,825,624		Beginning with fiscal 2011-12, move high school schedule from 4-block to yet-to-be-determined configuration; RIF teaching positions	Acceptable "restructuring" initiative per ISBE for schools subject to the same; addresses issue from ISBE special education "focus monitoring visit"; savings based upon change from "4-block" to "traditional" 6-7 period schedule; partially backfills hole created with one-time pension rescission; affects 7 FTEs; affect partially ameliorated by 9 planned retirements taking effect in FY2011-12
17	16	Experiment	High School	On-line coursework	\$ 120,885.00		\$ 2,006,131	\$ 120,885		\$ 1,946,509		Experiment with the delivery of certain non-state tested / core curriculum (e.g., health, driver education classroom, social sciences, other) via on-line instruction via Apex or like curriculum and RIF staff accordingly	Unknown; Graded on "pass/fail" for credit; savings net of program administration, RIFs and license fees; partially backfills hole created with one-time pension rescission; affects 3 FTEs; affect partially ameliorated by 9 planned retirements taking effect in FY2011-12

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18	17	Reallocate	3rd grade aides	District funded instructional aides	\$ 99,508.00	\$ 99,508	\$ 2,105,639			\$ 2,046,017		Reallocate 3rd grade aides supporting regular instruction expense to additional Title I funding	Minimal; reduction in amount of Title I funding for supplies and materials likely
19	18	Eliminate/reallocate	K/2nd grade aides	District funded portion reading improvement aides	\$ 56,892.00	\$ 56,892	\$ 2,162,531			\$ 2,102,909		Reallocate K/2nd grade aides supporting regular instruction expense to additional Title I funding	Minimal; reduction in amount of Title I funding for supplies and materials likely
20	19	Eliminate/reallocate	K/2nd grade aides	Reading Improvement Grant funded portion reading improvement aides	\$ 178,739.00	\$ 178,739	\$ 2,341,270			\$ 2,281,648		Reallocate 2nd grade aides supporting regular instruction expense to additional Title I funding	Minimal; reduction in amount of Title I funding for supplies and materials likely
21	20	Defer	Capital equipment	Replacement of existing or purchase of new equipment put on hold	\$ 264,000.00	\$ 264,000	\$ 2,605,270			\$ 2,545,648		Place a one-year moratorium on all capital equipment purchases--new or replacement--that would otherwise be paid from operating funds	May cause service disruption, discomfort or inconvenience; ameliorated somewhat by district completed major "smart board" installation in FY2009-2010
22	21	Optimize	Custodial services- rover	Institute system of day-time "rover custodians"	\$ 937,113.00		\$ 2,605,270	\$ 161,549.11		\$ 2,443,197		RIF day-time custodial positions by half	Remaining day-time custodians to cover two buildings each; Culture adjustment and scheduling; cafeteria set-up/tear-down; morning opening/afternoon closing; boiler checks, snow removal, security; shifts and/or start times may need to be adjusted; impact bargaining will be necessary; partially backfills hole lifted on one-year capital construction moratorium; affects 5 FTEs
23	22	Savings	Vendor contracts	Renegotiate existing or scheduled fees/increase	\$ 10,184,199.00		\$ 2,605,270	\$ 101,842		\$ 2,545,039		Authorize administration to re-open contracts and seek reduction in current fees or scheduled increases	Savings based upon average 1% reduction obtained across all \$25K+ recurring contracts including, for example, KWSEA, First Student, Bradfields computer Supply, Arthur J Gallagher, Prairie State Insurance Co-op; partially backfills hole lifted on one-year capital construction moratorium;
24	37	Investment	100 basis point increase in ADA	Marketing and incentive program promoting school attendance and keeping students in school	\$ 16,419,003.00	\$ (67,000)	\$ 2,538,270	\$ 91,723		\$ 2,569,762		Authorize contract for development and implementation of marketing and incentive campaign for increased student attendance and authorize purchase of two of five franchise brands (Pizza Hut, Taco Bell, KFC, A&W, and Long John Silvers).	Initial cost of campaign development and deployment estimated at \$20,000 modeled after successful Peoria 150 program; payback not realized until following year; assumes ADA using FY2009-10 GSA would be 94.29% of prior year Fall Housing vs. 93.29%; cafeteria spaces upgraded and popular commercial food kiosks introduced (the cost borne by increased "profit" on food sales not otherwise factored here except initial licensing fee and capital equipment costs)
25	40	Savings	Extracurricular budgets	10% reduction in moneys allocated to programming	\$ 663,708.00	\$ 66,371	\$ 2,604,641			\$ 2,636,133	Functions 1130.1101, 1120.1101, 1110.1101 and 1500.1XXX	Direct building administrators and athletic director to reduce budgets for extracurricular activities by 10%.	Elimination of sponsors and assistant coaches; reduction in travel, supply, and equipment outlays (over and above those already identified); Affects ZZ employees in lost earnings potential; unquantifiable impact on students in receipt of one-on-one coaching.
26	41	Savings	Convenience appliances	Removal of all refrigerators, space heaters, fans, microwave, coffee pots, pop machines and other employee specific convenience/comfort items consuming energy; alternatively, "taxing" for the use of same			\$ 2,604,641			\$ 2,636,133		Develop policy prohibiting the use of electrical appliances for convenience and/or comfort including (list all); direct building principals to enforce; alternatively, provide in policy for the assessment of a fee for usage	depending upon item, may result in, for example, unit ventilator heating whole classroom when only teacher within otherwise dept comfortable by space heater, may be subject to impact bargaining given history of tacitly allowing for the same.

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27	42	Enhancement	Before-/after-school care surcharge	Charge "Y" \$1 per before/after school care program participant to cover energy usage	\$ 154,800.00	\$ 30,960	\$ 2,635,601			\$ 2,667,093		Authorize administration to renegotiate contract with "Y" for use of district facilities to include a "surcharge" for energy consumption.	If cost passed along by "Y" to program participants will place increased burden upon those with fewer resources to pay.
28	36	Savings	Driver Education cars	Purchase versus current leasing	\$ 9,900.00	\$ 5,980	\$ 2,641,581			\$ 2,673,073		Purchase on State contract two driver education cars from Fiscal 2009-10 budget from 1st year savings on copier-printer replacement.	Five year savings equals \$19,402; deprives local dealer opportunity to bid
29	39	Savings	Tri-conference attendance	Reduce from 6 to 2 number of BOE members attending annual meeting of school boards, school administrators and business officials	\$ 7,500.00	\$ 6,213	\$ 2,647,794			\$ 2,679,285		Direct administration to reduce Board of Education travel/conference budget line item by 66%.	Less coverage of conference working sessions and reduced exposure to current trends in school instruction, curriculum, administration, governance and funding.
30	24	Defer	Capital construction	Health-life-safety funded summer projects ONLY	\$ 397,000.00	\$ 397,000	\$ 3,044,794			\$ 3,076,285		Place a one-year moratorium on all capital construction projects that would otherwise be paid from operating funds	May cause service disruption or discomfort; deferred projects to be addressed as part of subsequent Master Facility Plan implementation in Fiscal 2012
31	23	Consolidate	Administrator	Bright Futures Program and Elementary Building	\$ 90,029.00	\$ 90,029	\$ 3,134,823			\$ 3,166,314		RIF one building principal; consolidate Bright Future's Directorship and Building Principalship into one consolidated Pre-K through 5th Grade building	Increases administrative burden and hours of work by factor of not less than 50%; evening and outreach activities of administrator in support of program curtailed or eliminated
32	26	Eliminate	Assistant principals / deans	One each at the high school and two middle schools	\$ 159,537.00	\$ 159,537	\$ 3,294,360			\$ 3,325,851		RIF not more than one administrative position at Lombard, Churchill and GHS	Job responsibilities related to curriculum and staff evaluation shifted to central office personnel and/or department chairpersons; discipline to building principal and/or other assistants; others responsibilities eliminated or shifted to other staff as appropriate; affects 3 FTEs
33	29	Increase	KWSEA Rentals	Rent more rooms to co-op	\$ -	\$ 56,000.00	\$ 3,350,360			\$ 3,381,851		Increase district's share of total rooms rented by KWSEA by four	District currently rents out 24 spaces netting \$337K or avg. \$14K per room; subject to availability of space district wide
34	35	Administrative Furloughs	Exempt employee contracts- Administrative contracts	Renegotiate 1% of existing or scheduled wage increases- Request Administrative employees to voluntarily give back 3-days pay in exchange for days off	\$ 3,331,230.00	\$ 18,723	\$ 3,369,083			\$ 3,400,574		Authorize administration to re-open contracts and seek reduction in current wages or scheduled increases. Accept agreement with administrative employees to give back 3 days net pay on a one-time basis; provide three additional days of personal or vacation leave	Savings based upon average 1% reduction obtained across all major contracts including teacher/instructional assistants, custodial-maintenance, cafeteria workers; subject to collective bargaining. Approximates 1.5% change in salary; protects employees TRS "creditable earnings" calculation; reduces lifetime earnings by \$805 - \$1471 depending upon employee/position.
35	25	Optimize	Custodial services - philosophical approach	Institute change in custodial cleaning approach	\$ 937,113.00	\$ 64,619.64	\$ 3,433,702			\$ 3,465,194		RIF GHS night custodial staff and balance 2nd and 3rd shift staffing by moving from an "area" cleaning philosophy to a "task" cleaning philosophy	Culture change; increased training and, initially, supervisory requirements; affects 2 FTEs
36	27	Eliminate/reallocate	Outreach Workers	District funded program for "at risk" students at middle schools	\$ 79,071.00	\$ 79,071	\$ 3,512,773			\$ 3,544,265		RIF Home-school liaisons charged with improving attendance and graduation	May see ADA for GSA calculation decline and increase in number of students failing to progress to next grade level with potential consequence of dropping out; possibility exist to reallocate expense to increased Title I funding derived from changes in district "poverty count"; affects 2 FTEs

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37	28	Eliminate/reallocate	Outreach Workers	TAOEP Grant funded program for "at risk" students at primary schools	\$ 265,087.00	\$ 265,087	\$ 3,777,860			\$ 3,809,352		RIF home-school liaisons charged with improving attendance and graduation	May see ADA for GSA calculation decline and increase in number of students failing to progress to next grade level with potential consequence of dropping out; possibility exist to reallocate expense to increased Title I funding derived from changes in district "poverty count"; affects 4 FTEs
38	30	Avoidance	Medical Insurance	Encourages greater consumer shopping, choices	\$ 1,517,086.00	\$ 91,025	\$ 3,868,886			\$ 3,900,377		Maintain premiums at current levels (vs. 6% budgeted increase)	Current premiums paid are insufficient to cover costs of claims; claim liability will increase for "users"; Grievance over Board's obligation to pay 90.5% of single "premium" AND "claims" likely leading to arbitration; Plan modifications could avert grievance/arbitration
41	33	Eliminate/reallocate	Early Childhood/Pre-school programs	Grant funded programs to promote student-readiness among at-risk children	\$ 1,220,000.00	\$ 569,972.00	\$ 4,438,858			4,470,349		RIF director and 50% of teachers and instructional assistants; re-allocate administration to central office personnel	Decrease in number of students "ready for school;" long-term diminishment in number of students meeting/exceeding state standards at 3rd grade; possibility exist to reallocate expense to increased Title I funding derived from changes in district "poverty count"; affects XX certified and YY non-certified FTEs
42	34	Eliminate/reallocate	Early Childhood/Pre-school programs	Grant funded programs to promote student-readiness among at-risk children	(INCL IN ABOVE TOTAL)	\$ 610,000	\$ 5,048,858			\$ 5,080,349		RIF remaining 50% of teachers and instructional assistants	Decrease in number of students "ready for school;" long-term diminishment in number of students meeting/exceeding state standards at 3rd grade; possibility exist to reallocate expense to increased Title I funding derived from changes in district "poverty count"; affects XX certified and YY non-certified FTEs
43	35	Savings	Union contracts	Renegotiate 1% of existing or scheduled wage increases	\$ 17,025,609.00	\$ 170,256	\$ 5,219,114			\$ 5,250,605		Authorize administration to re-open contracts and seek reduction in current wages or scheduled increases	Savings based upon average 1% reduction obtained across all major contracts including teacher/instructional assistants, custodial-maintenance, cafeteria workers; subject to collective bargaining

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