

CHICAGO PUBLIC SCHOOLS
PUBLIC HEARING
FISCAL YEAR 2014 BUDGET PRESENTATION

held on
Thursday, August 1, 2013

STENOGRAPHIC REPORT OF PROCEEDINGS had in
the above-entitled matter at Harry S. Truman
College, 1145 West Wilson Avenue, Chicago,
Illinois, commencing at 6 o'clock p.m.

PRESENT:

MR. TIM CAWLEY, Presenter

MS. MELANIE RODRIGUEZ, Timekeeper

Reported By: Karen Fatigato, CSR

License No.: 084-004072

1 MS. RODRIGUEZ: Good evening, everyone,
2 and welcome to the FY 2014 Chicago Public
3 Schools Budget Hearing. My name is Melanie
4 Rodriguez, Private Programs Analyst.

5 At this time I'd like to introduce
6 Chicago Public Schools Chief Administrative
7 Officer, Tim Cawley, to my left. And I'd also
8 like to acknowledge Illinois State
9 Representative Greg Harris, who is in the
10 audience with us today. If you can please --
11 thank you.

12 At this time I will begin our budget
13 hearing proceedings, and Tim Cawley will go
14 through a PowerPoint presentation.

15 Budget hearing will begin promptly at
16 6 p.m. and end promptly at 8 p.m. or when the
17 last speaker has concluded, whichever is
18 earlier. We have a sign language interpreter
19 and Spanish translation on site. If you need
20 assistance please raise your hand or come
21 forward. Spanish is here. Sign language to my
22 right.

23 All who sign up to speak will be given
24 an opportunity to ask a question or make a

1 statement until the meeting is adjourned.

2 All those wishing to speak are asked to
3 please sign in from 5 p.m. to 6:30 p.m. on the
4 speaker sign-in sheet at the entrance
5 registration table and each speaker will be
6 given a number.

7 Please note that no one will be able to
8 sign up to speak after 6:30 p.m.

9 Speakers will be limited to addressing
10 topics related to the CPS budget.

11 Speakers are asked to limit their
12 comments to 2 minutes so that everyone that
13 would like to speak will have the opportunity to
14 do so.

15 When multiple speakers from the same
16 organization or school are listed, only one
17 member of the organization or school will be
18 allowed to speak regarding the same issue.

19 If the speaker has a follow-up question
20 or your question was not completely answered, we
21 ask that you please speak to CPS staff members
22 who will be on site to help you follow up and
23 fill out a follow-up card with your contact
24 information.

1 The public hearing is scheduled to
2 conclude at 8 o'clock p.m. or after the last
3 speaker, whichever is earlier. CPS also has set
4 up a website where the public can share their
5 thoughts on the budget. Visit
6 www.cps.edu/budget.

7 At this point in time I'd like to
8 introduce Tim Cawley who will go through a
9 PowerPoint presentation regarding the FY '14
10 Budget. Thank you.

11 MR. CAWLEY: Thank you, Melanie.

12 On behalf of our CEO, Barbara
13 Byrd-Bennett, our Board President, David Vitale,
14 and all the members of the Board, I want to
15 thank you all for coming tonight. It shows a
16 commitment to engaging in the process, to
17 understanding what's going on and a desire to be
18 heard. And that is what we're here to do
19 tonight, to hear from you.

20 The court reporter will ensure that we
21 have a transcript of all of your comments and
22 those will be conveyed to every member of the
23 Board for them to consider for the budget
24 process, which will be concluded on August 24th.

1 There's a Board meeting that day and the Board
2 must approve a budget on that day. We have to
3 get the budget approved before the end of
4 August. So they will have to approve a budget,
5 but it may be revised based on input from
6 community and others as they contemplate this.

7 The goal of my presentation is to give
8 you a quick summary of what we faced as we put
9 the budget together this year. There's a lot of
10 detail online as Melanie said. The entire
11 budget is there school by school, department by
12 department, practically position by position
13 within CPS to show you where we are spending
14 money and comparing it to previous years. And
15 the goal of that is to help you get an
16 understanding that's pretty hard to get in just
17 a 15- or 20-minute PowerPoint presentation. But
18 we do want people to understand what's happening
19 with our budgets and to see what our priorities
20 are and to see the impact on your own school and
21 your community. So we urge you to go there
22 either from your computer at home or work or a
23 library, there is a tremendous amount of
24 information there that's available for you.

1 So what I would like to do is just
2 focus on the high-level story, on what we've
3 been trying to do, the challenges that we faced,
4 I'm going to get out here and walk a little bit,
5 the challenges that we faced in putting this
6 budget together so that you have a sense of what
7 we're trying to do district-wide. Although, I
8 recognize, and as a parent of four children I
9 realize, that what you really care for is your
10 own school and your own situation. But we have
11 over 600 schools and we want you to see the
12 context in which we had to put the entire budget
13 together.

14 So let me just give you the high-level
15 story. The high-level story of what we were
16 trying to do. And I think the first point
17 everybody understands, we have faced a
18 staggering financial situation in fiscal '14.
19 Now, we've had our challenges, as I'll show you
20 in the past, but fiscal '14 is a unique
21 challenge and that's because we have an enormous
22 pension expense increase, and I'll show you that
23 in detail. But one of the things as we face
24 this big challenge in fiscal '14 is we have to

1 continue to invest in things that are right for
2 our kids. We have to continue to try to make
3 our schools better. We have to make the good
4 ones great, we have to make the weak ones good.
5 We've got to invest in our kids. So I'll show
6 you some of the investments that we're making.

7 You'll be pleased to know that we're
8 changing the way we do just about everything at
9 CPS to free up money for schools. And I'll show
10 you some of the details of that by the way we
11 manage facilities, the way we work with
12 suppliers, the way we operate our buses, we are
13 trying to squeeze every last dollar out of those
14 things that don't affect the classroom. They
15 still affect jobs, by the way, and they affect
16 people, and people see it in schools, but it
17 doesn't affect the classroom and that's why
18 we're trying to squeeze as much money out of
19 those areas before we get to the cuts in the
20 classroom.

21 We're doing something that we get
22 criticized for, we did it last year, we're doing
23 it again this year, and that is we're closing
24 our budget gap using reserves. This year it's

1 almost \$700 million of onetime money, and I'll
2 explain a little bit of where that came from, to
3 close our budget gap. And there are people who
4 would say, why don't you just save that money
5 for next year and the year after, you ought to
6 just like a household, you ought to have
7 reserves that you can lean on? But the decision
8 we're faced with every year is do we make
9 devastating, even more devastating cuts to
10 schools and sit on a couple hundred million
11 dollars of reserves, or do we take everything we
12 have and spend it this year to try and minimize
13 the pain in schools and hope that things change
14 next year and hope that there's another way out
15 of this, that we get pension reform in
16 Springfield, that funding does go up? And we've
17 chosen that approach. And it would be a tough
18 way to run a business or a household, but we're
19 running a school district, and we believe that
20 we have to spend everything that we can in the
21 current year to not have devastating cuts in our
22 schools.

23 And then finally, Representative
24 Harris, we need help. We need help. The

1 pension increase that we're facing this year is
2 overwhelming. In fact, I never would have
3 thought that we could find a way to absorb this,
4 and we got lucky, and I'll explain that. And we
5 need funding to go up overall and we need
6 pension reform or it does become devastating in
7 our schools. So I'm delighted that
8 Representative Harris is here to carry this
9 message back to Springfield for us because
10 that's our one big prayer for the future.

11 So let me talk specifically about '14.
12 We started with a billion-dollar deficit, and
13 that's because of the failure to enact any
14 pension reform this year.

15 A VOICE: How about TIFs?

16 MR. CAWLEY: I have a suggestion. I
17 won't yell when people speak, I'll let you be
18 heard.

19 A VOICE: You're putting Representative
20 Harris on the spot and the rest of Springfield.

21 MR. CAWLEY: So we can make a choice
22 here as a group. We can be disrespectful and
23 not allow speakers to be heard.

24 A VOICE: The budget is disrespectful.

1 MR. CAWLEY: Or we can -- you can have
2 me present this and then we'll listen to what
3 people have to say, which seems to be a better
4 alternative than just shouting crazily. So you
5 decide, you decide what kind of a meeting you'd
6 like to have.

7 A VOICE: Can we have an informative
8 meeting? Can we have the truth type of meeting?

9 (Whereupon, there were applause
10 in the audience.)

11 MR. CAWLEY: Here's what I'm going to
12 do. If we can't -- if you don't want to hear
13 this presentation, I'll just turn off the
14 microphone and we'll listen to you or I can make
15 this presentation. So that's the choice. I am
16 not going to present and be shouted over by
17 people. I just want to be very clear about
18 that. That's disrespectful. If that's the way
19 you want to model it for the children who are
20 here, that's your decision, but I'm not going to
21 allow it that happen. So we can just turn on
22 the microphone and listen to community members
23 or I can complete the presentation. Okay, I'll
24 continue, and if you want me to stop just keep

10

1 shouting and I will.

2 A VOICE: Let's go with the speakers.

3 A VOICE: I have a question.

4 MR. CAWLEY: We're not answering
5 questions. I'm speaking and then you'll have
6 your turn.

7 We are saving money in school actions
8 this year, but we're reinvesting that in the
9 welcoming schools. One thing that we were told
10 by the Clark commission was that if you're going
11 to do it you have to spend the money to do it
12 right and so that's what we've chosen to do and
13 I'll show you that.

14 And then the budget does reflect what
15 we've done to try and minimize the pain in
16 schools. We're using reserves. We've cut costs
17 away from the classrooms. We've restructured
18 debt. And we've raised your property taxes and
19 my property taxes. So we've done everything
20 that we can to try and minimize the pain in the
21 classrooms, but there was no way to have zero
22 pain in the classrooms.

23 Let me show you what the pension
24 increase looks like. The purple bars are CPS is

1 required by state law contribution to the
2 Chicago Teachers Pension Fund. And as you can
3 see before 2006 we actually didn't even have to
4 make any contribution. The pension fund was
5 fully funded, regular contributions from
6 employees and the state and good investment
7 returns allowed it to be fully funded. But as
8 the years went on it started to fall behind, we
9 lost a third -- actually, more than a third of
10 the value of that in 2008 because of
11 investments. And by the way, CPS management
12 doesn't invest the pension fund proceeds,
13 Chicago Teachers Pension Fund is its own entity
14 with its own board, its own investment advisors.
15 If you're mad at them for losing a third of the
16 value, write to them, I have nothing to do with
17 it.

18 A VOICE: That is not the problem.

19 MR. CAWLEY: So the contributions that
20 were required by CPS are the purple bars as you
21 can see growing to \$329 million in fiscal 2010.
22 And that's when Springfield intervened, and
23 Springfield said, CPS can't afford to keep doing
24 this. We're going to buy some time. We're

1 going to artificially deflate the pension fund
2 contribution. Meanwhile the pension fund is
3 falling further behind. And the pension fund
4 was held at \$200 million, right around \$200
5 million, from 2011 right up until June 30th,
6 2013. And I think the folks in Springfield
7 said, you know what, three years is enough time,
8 we'll deal with this. We'll be able to figure
9 this out, and by the end of the session in 2013
10 we're going to be able to solve this problem.
11 Because if they didn't solve it CPS's payment
12 had to go up by \$405 million to \$613 million.
13 This is a fact. This isn't something made up.
14 You can write to the pension fund if you'd like
15 to get facts. This is a fact. CPS had to take
16 on \$405 million in higher expense in one year,
17 and that's why there was so much attention on
18 what was going on in Springfield. That's why
19 there was so much pressure to get pension reform
20 because everyone knew that this was intolerable.
21 And by the way, it keeps going up in the future
22 from \$613 million, but you can see it's smaller
23 increases. But we have been forced to swallow a
24 \$400 million increase.

1 Additionally, and I apologize for this,
2 Representative Harris, I don't mean to pile it
3 on, but Illinois funds education among the worst
4 in the United States. We're 48th out of 50 on
5 the state's contribution to education funding.
6 So -- and at the statutory level it happens to
7 be \$6,119 per pupil, we haven't even been there.
8 This is the third year in a row we're below
9 that. The core level of funding is \$5,720,
10 below the statutory minimum and the lowest
11 percentage of education funding of -- the third
12 lowest of 40 -- of 50 states. Other large
13 districts get a lot more money, and they
14 probably have people in the crowd who are
15 disrespectful too. But other large districts
16 get a lot more money. They get over \$8500 from
17 their states, New York, LA, Milwaukee.
18 Baltimore gets over \$10,000 per pupil from the
19 state, and Maryland has great schools, because
20 the states invest in education.

21 There's an independent body called the
22 Illinois Education Funding Advisory Board that
23 says an adequate level of funding for the state
24 would be over \$8600 per pupil. And ours is

1 \$5700 per pupil. So we're well below what they
2 think Illinois should be funding at an adequate
3 level.

4 Additionally, that \$405 million
5 increase I showed you, no other district in
6 Illinois covers its pension liability the way
7 CPS has to. None. The state pays for it, it's
8 in the teacher retirement system. No other
9 district contributes hardly at all. Right?
10 None of the other major districts, New York, LA,
11 the ones up there, none of them contribute to
12 all of their pension fund costs like we do. So
13 this is on us. We have got to figure out how to
14 do it. This is the hand we've been dealt and
15 this is why we're trying to be so aggressive in
16 how we're playing that hand and what we're doing
17 to try to close this gap.

18 And as Representative Harris I'm sure
19 would admit, if anything the pressure in
20 Springfield is on less funding for education
21 because of the pension crisis. Until the
22 pensions get solved there's going to be less and
23 less money for the state to spend on not just
24 education but roads and everything else. So

1 it's not like right around the corner it looks
2 rosy and the state is going to start giving us
3 more money, if anything we're playing defense to
4 hang on to the money we do have.

5 Here is a chart that shows in blue our
6 revenues every year, in red our expenses every
7 year. And as you can see it looks pretty easy
8 back from 2005 even up to 2011. And by the way,
9 you can draw this back to 1995, it looks the
10 same, revenue is going up every year, expenses
11 moving right up with it. The easy days of CPS,
12 right? Every single year a few hundred million
13 dollars more in revenue and they just turned
14 around and spent it. They spent it on good
15 things like investment in employees, higher
16 salaries. They spent it on programs and a lot
17 of other things. But our problem started in
18 2011. It looks like it didn't start until now
19 when revenues dip below expenses, right? That's
20 a problem in any organization. But actually in
21 2011 we already started to have problems. And
22 if you were around the district then you may
23 remember there were 1200 teachers laid off in
24 the summer of 2010, which is the beginning of

1 fiscal '11, 1200 teachers were laid off. But
2 the Federal government rode to the rescue with
3 about a billion dollars in Federal stimulus
4 money that we got in fiscal '11/'12. We got a
5 bunch of it directly in the district, about half
6 of that, and the rest went to the state. Right,
7 Representative Harris? It went to the state to
8 help them save education jobs. And that billion
9 dollars makes '11 and '12 look a lot better than
10 they would have. Actually, it started in '10
11 and then carried over to '11 and '12. Then the
12 dumb luck happened in '12. Everybody here who
13 pays property taxes, I know if you're a renter
14 you wouldn't but your landlord does, but if you
15 pay property taxes you know that last year for
16 the first time in 35 years the state
17 of -- Cook County moved the property tax penalty
18 date from November 1st to August 1st. August
19 1st is actually the law, they're allowed to do
20 it August 1st. And you have to give President
21 Tony Preckwinkle a lot of credit. She said,
22 it's crazy that we don't collect it when we're
23 allowed to. Why are we waiting until November
24 1st? Now, as a taxpayer we all hated to pay

1 earlier, but she did the right thing for Cook
2 County by saying I'm going to collect on August
3 1st. You know what that did for CPS? Hundreds
4 of millions of dollars that would have fallen
5 into October, which would have been the next
6 fiscal year, moved up into fiscal '12. Hundreds
7 of millions of dollars only because they moved
8 the date. If they don't move the date, I don't
9 know how we stand here and have anything
10 resembling a reasonable budget. Pure dumb luck.
11 And by the way, if they move it back out, and I
12 don't think they will, we lose hundreds of
13 millions of dollars. But that was a onetime
14 pull forward that saved our butts.

15 So that's what got us through fiscal
16 '12, but even with that, sorry, '13 and '14 have
17 these big deficits, expenses higher than
18 revenues. And the billion dollars in fiscal '14
19 that's where we started, looking at the pension
20 deficit for our pension expense increase,
21 looking at where we started, and that was where
22 we started with a billion-dollar deficit. Now,
23 we've been working on this for months trying to
24 reduce that deficit from a billion dollars or

1 just under it, \$977 million, and we've been able
2 to get it down to about \$700 million. And this
3 is what you see in the middle column, the middle
4 number in red, that number right there, that is
5 our deficit. And to get there, by the way, we
6 had to use \$50 million of something that's
7 called a debt service reserve. It's money
8 that's meant to pay for our bonds that, you
9 know, when we build a building or renovate a
10 school, we sell bonds to cover that and then we
11 pay it off over time. Well, we had a couple
12 hundred million dollars in this reserve that we
13 had never touched before to close the operating
14 deficit, ever, and we took \$54 million out of
15 that, and what that does is it increases our
16 revenue at the state level because if the money
17 from the state doesn't go to that fund we get it
18 as revenue.

19 So we even after adding that 50 million
20 in, we're \$640 million negative. Very simple.
21 Like this isn't hard to understand. Expenses
22 are \$640 million higher than our revenues. That
23 is exactly the budget that we have proposed.
24 And the only way that we could cover that is by

1 cleaning out an unrestricted fund balance, which
2 leaves a zero a year from now. We're using
3 something SGSA is actually -- the money that the
4 state gives us for high poverty schools that
5 follows children who qualify for free and
6 reduced lunch and there was a carryover there so
7 that all goes out to the schools. And then
8 something called a tort fund, which is basically
9 our reserve for lawsuits, for security issues.
10 And we have a reserve there, and we're using
11 almost \$40 million of that.

12 So all of that leaves us with almost
13 \$700 million of onetime money because the
14 alternative to doing that is very simple, cut
15 expenses by \$700 million because the revenues
16 are set. Springfield is not coming in with more
17 revenue for us. The legislature, I will give
18 Representative Harris credit, I think who you
19 probably voted for, the budget that was passed
20 was better what than the Governor proposed. The
21 Governor proposed to cut education spending,
22 which would have taken \$60 million away from
23 CPS. And on May 31st, the last day of the
24 session, the legislature said, we're not going

1 to do that, Governor, we're going to put
2 education funding where it was the previous year
3 and that saves CPS \$60 million in a reduction,
4 still below that legislative, still below all
5 those other things I told you, but at least \$60
6 million dollars better than the Governor had
7 proposed.

8 So all of that -- the only way to then
9 deal with the revenue that -- the Federal
10 government is not giving us anymore revenue,
11 we're set on that. We raised property taxes,
12 that's the thing that we control. We raised
13 property taxes, so our revenue is set. The only
14 other place to close that gap is to cut
15 expenses. And the only place to cut them would
16 be in the schools, that's where the money is.

17 So let me tell you what we're doing on
18 investments. Now, this is a part of the
19 discussion that is a little challenging because
20 you say, if you don't have any money, why do you
21 invest? Why are you spending money on these
22 kinds of programs? Why do you have Magnet
23 schools and Selective Enrollment? Why are you
24 doing full-day kindergarten? Why are you doing

1 these things? And reason we're doing these
2 things is because we believe it's the right
3 thing for kids. We believe we have a mission to
4 accomplish, and we've got to educate our
5 children.

6 Now, people, maybe some in this room,
7 may disagree with the priorities we set, but you
8 know what, we have to make those decisions and
9 then present them to you and ask for your
10 feedback on those. You may say, you know what,
11 we don't want full-day kindergarten. I don't
12 think many people are saying that. So we're
13 investing in children in the ways that we think
14 will improve the outcomes throughout the
15 district.

16 So you can see here, investing in
17 programs for Magnet, Selective Enrollment, more
18 STEM and IB. So up here on the north side you
19 have a lot of STEM and IB programs. They
20 haven't had any on the west and south sides.
21 Almost none. And we're adding the schools on
22 the south and west sides so that those children
23 have the same opportunities that some of the
24 schools up here have. They don't have as many

1 magnet schools on the south and west side as you
2 have up here. They don't have that. So we're
3 adding those to those programs on the south and
4 west sides.

5 We are doing full-day kindergarten
6 throughout the district. We believe that it's
7 the right thing to do and that's what's going to
8 improve outcomes for kids long-term. And we are
9 expanding our pre-K program.

10 We're also doing a lot to help the
11 children who are most in trouble, the ones who
12 are dropping out, who have chronic truancy, who
13 don't have a safe way to get to school, and
14 we're investing in those areas. The OS4, the
15 Office of Strategic Support Services, is
16 intervening at 22 really struggling schools that
17 are on -- they have been doing poorly for years,
18 and we're going and we're saying, enough is
19 enough, this isn't fair to these kids. And
20 we're investing \$20 million in those schools
21 because we don't think it's fair that they have
22 a bad choice in their neighborhood.

23 We're also engaging communities more.
24 We've gotten more people -- when we don't have

1 any money we're adding people for community
2 engagement. We're adding a Chicago Parent
3 University. And we're trying to develop the
4 talent in the district. We know that not all of
5 our principals are where they need to be so
6 we're going to help train them and evaluate them
7 and recruit great ones. And we're going to be
8 evaluating teachers and coaching them and
9 investing in professional development for them
10 so that every school can look at staff and say,
11 we're proud of these people, they're making a
12 difference for our kids because that's not the
13 case today.

14 And then finally we believe in our
15 principals. We have a student-based budget
16 approach this year that took \$2 billion dollars
17 that we used to decide centrally how schools
18 needed to staff. We said, you will have this
19 many teachers and this many aides and this many
20 clerks and this many counselors. And instead
21 we've given that money to principals and said
22 you decide what's right for your school. So
23 they put together the budget that makes the most
24 sense for them. Here are the children that

1 benefit from the investments that we've made,
2 tens of thousands of students are benefitting
3 from increases in IB and STEM, full-day
4 kindergarten, Safe Passage. You probably don't
5 have to worry about Safe Passage up in these
6 neighbors, you do on the south and west sides.

7 (Whereupon, the audience was
8 screaming and yelling.)

9 MR. CAWLEY: Schools on the south and
10 west side we're expanding Safe Passage --

11 A VOICE: My son was murdered and shot
12 here and so was my husband. How dare you. You
13 don't know what's going on in these communities.

14 (Whereupon, the audience was
15 screaming and yelling.)

16 A VOICE: Rahm Emanuel lives a few
17 blocks from here, we have homeless people
18 sleeping on the streets here. How dare you
19 people.

20 MR. CAWLEY: Would everybody like me --
21 would everybody like me to a turn the meeting to
22 these people? We have an opportunity for
23 everybody to speak. We have an opportunity.

24 A VOICE: If you would just keep it to

1 the facts and not your commentary. We don't
2 need your condescending comments about the
3 neighborhood, you're not from here.

4 MR. CAWLEY: Our Safe Passage
5 investment is based on crime in the areas around
6 the schools, the inability of students to get to
7 and from schools.

8 (Whereupon, the audience was
9 screaming and yelling.)

10 MR. CAWLEY: Ma'am, when it's your turn
11 to speak I promise not to shout over you.

12 A VOICE: You can shout over us, we'd
13 appreciate that because we'd like to hear your
14 responses.

15 MR. CAWLEY: As I've said, we changed
16 the way we do everything in the district, and
17 some of the schools are feeling it. We've
18 reduced custodians. We've reduced a number of
19 engineers. We've reduced food service workers.
20 We've changed bus routes to save millions of
21 dollars in how we operate everything in the
22 district because by doing that -- by doing that
23 we free up money for classrooms. Now, everybody
24 thinks that there's no pain in that. If your

1 cousin is an engineer or custodian at CPS they
2 know it or a food service worker. The
3 alternative to doing -- taking the steps that we
4 do, the savings that we've got in operations,
5 the alternative to doing these cuts of
6 operations and administration is to cut teaching
7 positions, and that's the last thing we want to
8 cut because we think keeping the teachers in
9 schools is the most important priority.

10 This is the head count at Central
11 Office since 2006. And most people cheer for
12 that, they say it's great, we love to see
13 Central Office get cut. You know what, you may
14 feel that way. There are a lot of people who
15 lost their jobs, 500 people fewer who work at
16 Central Office. But now just like we're closing
17 50 underutilized schools, we're closing our
18 underutilized headquarters and we're moving to a
19 smaller space where we have room for only a
20 thousand or fewer people because we're smaller
21 and we don't need the building we're in now. So
22 we're applying the same logic, which is we can't
23 keep wasting money on space we don't need, and
24 we are closing down 125 South Clark.

1 So that's the operating budget.

2 Let me talk briefly about the capital
3 budget.

4 (Whereupon, the audience was
5 screaming and yelling.)

6 MR. CAWLEY: In capital we're going to
7 spend about \$187 million in money that CPS will
8 fund with bonds, but there's another \$120
9 million or so, money that we get from the state,
10 there's a capital fund from the state, and some
11 TIF funds. And on TIF -- so it's an \$8
12 million -- \$10 million in the coming year. In
13 total CPS has received \$900 million in funding
14 for new schools with TIF, new schools, additions
15 throughout the city. And because we can't
16 afford to be building and fixing our schools
17 that are on average 74 years old, so TIFs have
18 been very helpful to us in allowing us to build
19 schools where we're in overcrowded situations or
20 where we have buildings that are falling down.

21 We have a process that, you know what,
22 never makes everybody happy. You're only happy
23 when the money goes to your school.

24

1 (Whereupon, the audience was
2 screaming and yelling.)

3 MR. CAWLEY: People don't tend to say
4 we're glad you're fixing the roof across town.
5 And we have means, we know we have means in
6 almost every one of our buildings, and so we
7 have to go through a process that is very, very
8 difficult to do because there are people who are
9 going to get their roof fixed or their boiler
10 fixed or air conditioning added or the hallways
11 painted or a new annex because of overcrowding
12 and there are others that aren't. And so we
13 have to go through a process and prioritize the
14 different investments.

15 This year we're going to save money by
16 closing 57 buildings. Over the next ten years
17 we would have spent \$400 million on those 57
18 buildings. And that's less than 10 percent of
19 the total in the district, but if those
20 buildings were open eventually their roof fails,
21 they need air conditioning, they need a new lab,
22 they need new technology, and you can imagine
23 with not much money it spreads it too thin and
24 that's why closing the underutilized schools is

1 the right thing to do because it concentrates
2 resources in fewer facilities, in fewer schools
3 and it allows us to do the right thing.

4 Here you can see the things that
5 compete for the money. As you can see in fiscal
6 '13, welcoming schools, we're spending \$155
7 million in those welcoming schools. And that's
8 because we know it's a challenging situation for
9 children and families and we want the school
10 they arrive at to have a very positive
11 environment, air conditioning and new technology
12 and labs, and so we've invested in that. And
13 others may disagree and say just because the
14 schools are closing doesn't mean those schools
15 should get so much of your budget, it's a huge
16 portion of the overall budget. We felt it was
17 the right thing to do. You can disagree, but
18 that's what we felt where the investment needed
19 to go.

20 A VOICE: Who is we? If this is a
21 community process who is we?

22 MR. CAWLEY: So in conclusion, we've
23 got a very, very challenging financial
24 situation, and there's no magic to this. We

1 need more revenue and we need lower expenses.
2 And the biggest way to lower our expenses is to
3 get pension reform, and that's out of our hands,
4 that resides with Springfield. And so we can do
5 things to get more revenue and we're looking at
6 a lot of different alternatives to finding more
7 revenue, but ultimately that \$700 million gap
8 that we're closing with onetime money this year
9 can't keep getting closed by reserves, you'll
10 run out.

11 So we are looking at a lot of
12 alternatives. We're going to keep cutting.
13 We're going to keep streamlining. We're going
14 to reduce head count in all the areas that we
15 think they have the least effect on children.
16 And eventually we got to come up with a
17 solution. We're determined to do that. We
18 don't have any choice. We can't go out of
19 business at CPS, we have 400,000 kids who are
20 relying on us every day, and so we have to make
21 the tough decisions to determine what's best for
22 them.

23 And now I welcome the opportunity to
24 hear from you on what you think the solutions

1 would be in this situation. The speakers come
2 up, give us your ideas, your proposals, your
3 priorities, tell us the things you think we're
4 spending money on that you think we ought to
5 cut. You can't just say give us more, tell us
6 what you think we should cut. I look forward to
7 hearing from all of you. Here's the site where
8 you can find more information online. So now
9 we'll turn it over to speakers as they've signed
10 up. How are we doing this?

11 MS. RODRIGUEZ: I'm going to call your
12 speaker number and say your name. You can come
13 down to this microphone, you'll have two minutes
14 to speak. I'll give you a 10-second warning and
15 then you'll see this when your time has expired.

16 At this time can I call down the first
17 speaker, Victoria Benson.

18 MS. BENSON: Hello, my name is Victoria
19 Benson, I'm the LSC chairperson for Portage Park
20 School, and my two sons go to Portage Park. I'm
21 here to plead with you on the budget cuts to ask
22 you to sit down and think of other ways to save
23 on money than taking away from our students.
24 You advised that you were going to try to keep

1 the budget cuts away from the classroom,
2 however, it seems that is the only place it
3 really is affecting. Portage Park this year
4 will suffer \$780,000 loss, which does not
5 include our self-power money, and the things
6 that you once supplied you will no longer be
7 providing, substitute supplies, janitorial
8 supplies but, of course, that was not averaged
9 in your interactive budget. Our children will
10 suffer with no textbooks, little to no PE
11 equipment, recess, little to no supervision
12 during lunch and recess because of the longer
13 school day and we do not have the staff to cover
14 this.

15 In addition I was also advised that the
16 new students that are coming to our school that
17 you would not be paying per pupil, that it would
18 be more like every ten students. If we receive
19 19 transfers or new students you would only be
20 paying for 10. So if we got 19 you still would
21 only be paying for 10.

22 Today I was not going to come here and
23 I read an article regarding the TIF surplus and
24 the DePaul stadium. The mayor is out of

1 control. If the city is broke --

2 (Whereupon, the audience was
3 applauding.)

4 MS. BENSON -- and we are on a beer
5 budget, why does he think he can spend the
6 taxpayer's money as if the city had a champagne
7 budget? Even I know that if I can not afford to
8 clothe and feed my kids I should not be
9 purchasing new cars and going on lavish
10 vacations because I have to take care of my
11 priorities first, this priority being things
12 that the taxpayers specifically pay for,
13 schools, parks, water reclamation. You get the
14 point.

15 As an outsider I have noticed that CPS
16 is a very poorly run business with bad
17 organizational, communication and managerial
18 skills. I have spoke before regarding CPS
19 vendors and contracts and how we cannot even
20 find the best deal to make the money stretch and
21 if the cost benefit analysis determine even the
22 most cost-effective contracts. After seeing
23 that you agree to a non-bid Supes contract
24 regarding principal training makes me question

1 this even more. These budget cuts are wrong and
2 if anyone is trying to convince you otherwise --

3 MS. RODRIGUEZ: Your time has expired.

4 MS. BENSON: Please do not continue to
5 make these same mistakes and harm our children's
6 future. Wait, I'm done. You are the Board of
7 Education and you are supposed to fight for
8 them, but I don't see much fighting. Your
9 actions --

10 MS. RODRIGUEZ: Your time has expired.
11 There's other people.

12 MS. BENSON: If we don't invest in our
13 children now our society as a whole will suffer.

14 A VOICE: I didn't think speakers were
15 going to be interrupted.

16 MS. RODRIGUEZ: After her time ran out.

17 A VOICE: Is it necessary to have two
18 people up there? That's really unnecessary.

19 MS. RODRIGUEZ: Speaker number two,
20 Tammy Stants.

21 MS. STANTS: Hi, my name is Tammy
22 Stants, I'm a Local School Council chairperson
23 for Soloman Elementary. I have been to several
24 meetings where public officials and CPS Board

1 members remind us all that there is no magical
2 solution to the budget crisis. As the mother of
3 a student with severe disabilities in a school
4 that has 25 percent students with disabilities,
5 I am acutely aware that there is no magic, only
6 hard work and very difficult decisions. We make
7 them all the time.

8 My son works hard to access his
9 education not because a general education
10 curriculum is too difficult for him but because
11 his body makes it almost impossible. I think
12 you all know about things that are impossible
13 you've said so many times.

14 Even with all the accommodations
15 afforded to him by law, it's a herculean task.
16 We work hard at being his parents, supporting
17 his school and education. His teachers work
18 very hard. His support staff equally hard. Now
19 we need you, the Board of Education, to do the
20 hard work. For as long as public education
21 still exists it's your job to see to it that our
22 schools are properly funded, not adequately
23 funded, but properly funded.

24 Pension reform, tax reform, all of

1 these things, yeah, they're probably part of a
2 long-term solution. My son and his classmates
3 only have until fiscal year 2018 to get college
4 and career ready. Every minute in the classroom
5 counts for them. They make it all count.

6 I am so happy to work with CPS for the
7 long-term solution, but the students can't wait,
8 we need fiscal relief now and it seems to me
9 that release of TIF surplus is the only option.
10 It's been done before, it can be done again.
11 You as the representatives of our public school
12 system need to demand that schools are properly
13 funded --

14 MS. RODRIGUEZ: Your time has expired.

15 MS. STANTS: -- by any means necessary.

16 Funds to make our city bike friendly are
17 available so I think funds to make our city
18 student friendly are available as well.

19 MS. RODRIGUEZ: Speaker --

20 MS. MEEGAN: My name is Janet Meegan,
21 and I am a CPS parent, and I am angry. Rahm
22 Emanuel sold parents on the idea of a longer
23 school day and only funded it for one year.
24 Almost a year ago he bragged that kids would

1 have 45 extra minutes of specialized reading
2 time. He blogged on the National Endowment to
3 the Arts that teachers would not have to choose
4 between the arts and core subjects. And on
5 April 10th, 2012 at Disney II he was quoted no
6 longer will we have to make false choices,
7 teachers will no longer have to pick between
8 science and social studies, math versus music,
9 reading versus recess.

10 At our school we lost our longer school
11 day position first. She provided that
12 specialized reading time. We also lost our
13 librarian, which certainly doesn't support
14 literacy. And we are only funding our art and
15 music program with parent donations, raised
16 student fees and onetime rollover funds. After
17 the school year we won't be able to afford these
18 programs anymore. And I understand that it is
19 difficult to calculate the cuts at Disney II,
20 but I do know that they lost two PRSPs and they
21 are adding a high school with only nine
22 positions. But I imagine that parents and
23 students will feel the squeeze and will soon
24 realize your promises are empty. Not only this

1 but Raise Your Hand has total cuts of 162
2 million, 92 are positions, 54 music, 58 phys ed
3 and 40 librarians. This is not what we were
4 promised. This is choosing between art and
5 music. You threw our principals on a sinking
6 ship and told them the only way to keep afloat
7 is to throw some positions over board. And what
8 do you think they're going to pick? I am here
9 to tell you no. Parents need to come together
10 and say no. This is robbery. Do not let them
11 steal your baby's education and do the right
12 thing for every student.

13 And I encourage you to work with parent
14 groups across the city, many of whom I know our
15 voices are not being heard and the drastic
16 actions need to be taken. I personally feel
17 that voices calling for a boycott sound a lot
18 more necessary and just next to the empty
19 promises of Rahm Emanuel and his hand-picked
20 school board.

21 (Whereupon, the audience was
22 applauding.)

23 MS. RODRIGUEZ: Speaker four, Adenia
24 Linker.

1 MS. LINKER: My name is Adenia Linker.

2 MS. RODRIGUEZ: I apologize.

3 MS. LINKER: That's quite all right,
4 it's not a common name.

5 I have two children in
6 selective-enrollment high schools here in
7 Chicago. One was lucky enough to get into
8 Jones, the other was lucky enough to get into
9 Lane. They did that because they had excellent
10 elementary school education.

11 Last year we were told by our mayor
12 that we would be getting a full school day, a
13 richer school day and a school day with
14 opportunities for creative learning. I got that
15 right off the CPS website. Okay, we got our
16 longer school day. He promised us 500 new
17 positions, which all ended up being temporary
18 only through the first semester.

19 I've attended the most recent Board of
20 Ed meeting Mr. Cawley where you gave this
21 presentation and you claimed that all of our
22 troubles are due to this recent pension problem,
23 but I think this audience knows that's
24 ludicrous.

1 (Whereupon, the audience was
2 applauding.)

3 MS. LINKER: We were sold a longer
4 school day when you knew we had a pension
5 problem. The unpaid pension means that you've
6 re-prioritized what you do see as value. And
7 what I found in your presentation and the
8 research I've done is that while the longer
9 school day was mandated, a TIF for DePaul was
10 suggested. I'm a DePaul alumni, take my TIF.
11 Eight-six million to charters. You said that
12 you gave new schools to different neighborhoods.
13 I believe Humboldt Park lost four schools and
14 did not get a magnet or a STEM, it got a
15 charter.

16 Professionally I am a social and
17 emotional health advocate, and I could spend the
18 rest of this evening giving you evidence why
19 art, music and PE are essential to the
20 improvement of academics. Not only do they
21 improve academics, they reduce conflict and
22 violence. They improve the mental health of our
23 students. They encourage --

24 MS. RODRIGUEZ: Please conclude.

1 MS. LINKER: And they do lead to
2 gainful employment.

3 (Whereupon, the audience was
4 applauding.)

5 MS. LINKER: I am appalled and
6 disgusted that any group of stakeholders would
7 participate in this farce, and I ask you to
8 please use your influence to change what is
9 happening to our education. Thank you.

10 MS. RODRIGUEZ: Speaker five, Carolyn
11 Brown.

12 MS. BROWN: My name is Carolyn Brown,
13 I'm here to speak as a CPS teacher and a CPS
14 parent and a Chicago resident and taxpayer. I
15 interact with hundreds of youth every year in
16 addition to my own teenage daughter. I found
17 that they're instinctively good at calling out
18 BS. Adults can sometimes be led off course by
19 things like pension reform, utilization formulas
20 and school choice, but young people are pretty
21 immune to those distractions, they see straight
22 through those words to the actions, intentions
23 and the results.

24 It's with this in mind that I want to

1 quote a student of mine, thoughtful, intelligent
2 recent graduate who speculated on the top of his
3 head one day. He said it seems like Chicago
4 Public Schools hates Chicago's public schools.
5 And, you know, I laughed too, right, because it
6 was kind of ironic and humorous. And then I
7 thought about it again, and I'm like, that's not
8 funny because maybe hate is a strong word and
9 maybe it gives too much credit to the amount of
10 energy that CPS actually thinks about spending
11 about for its schools and its students, but it's
12 the message that Chicago's young people are
13 receiving. It's the actions of Chicago Public
14 Schools over the past year that confirm this
15 message to the children and families across the
16 city.

17 And do you know what children do when
18 they realize that they're not loved and valued?
19 If you were a teacher you would know, and we
20 seem to have fewer of those to ask every year.
21 This is what the students are doing now, all
22 right, they're calling BS on the mayor's claim
23 that he cares about educating Chicago's
24 children. They're calling BS on an unelected

1 School Board that sells out our neighborhood
2 schools to charters. And they're calling BS on
3 the suggestion that our schools can possibly be
4 successful with these strict down austerity
5 budgets. It's not their job and it's not the
6 parents' job and it's not the teacher's job to
7 find the revenue for these schools. All right.

8 So the fact that we keep telling you
9 and giving you solutions and you don't listen to
10 them is actually irrelevant because that's your
11 job. All right. So our students know that
12 Chicago has failed them and --

13 MS. RODRIGUEZ: Please conclude.

14 MS. BROWN: And we also are aware of
15 that.

16 MS. RODRIGUEZ: Speaker six, Daniel
17 Phalen.

18 MR. PHALEN: Hi, my name is Dan Phalen,
19 CPS alumni, Lane Tech, north side. Firstly, I
20 want to thank Tim for coming out and hearing the
21 communities' insights. I know it's a rough
22 crowd. Be glad you're not at the south side
23 meeting.

24 That in mind, that in mind, these

1 budget cuts are going to cripple our
2 neighborhood's public education. There's no
3 doubt about it. You're going to put our kids in
4 classes of 40 or more, they'll provide less
5 campus safety and destroy career and college
6 services and that's just in the schools that are
7 still open. Okay.

8 What's more, I don't believe we're in
9 such a financial bind as people are saying we
10 are. I don't think we're in such a bind that we
11 need to strip our schools of all of their
12 resources. You're asking our teachers, you're
13 asking our parents and you're asking our
14 students to do more with less because the city
15 needs money, but I'm imploring you to find
16 somewhere else that can do more with less. I'm
17 imploring you to look at the private companies
18 that have received millions of TIF dollars from
19 our --

20 (Whereupon, the audience was
21 applauding.)

22 MS. PHALEN: Ask the Hyatt Hotel who
23 gave Penny Pritzker \$500 million. Ask Walmart,
24 we gave them \$24 million, ask them to do more

1 with less. And that was just on the south side
2 stores they opened up. Ask the 20 charter
3 schools that are opening after 50 public schools
4 have closed to do more with less. And, you
5 know, Emanuel says the public schools can't TIF
6 their way out of a budget crisis. You tell
7 DePaul they can't TIF their way out of an arena
8 crisis.

9 And I am begging you, I am begging you
10 to take this property tax money the city still
11 has and invest it in our neighborhood schools.
12 And, you know, Tim, it disgusts me to say that,
13 it disgusts me to say that right now I am
14 begging a city official to do what he should
15 know is right. You don't beg a fireman to fight
16 a fire. You don't beg a teacher to teach a kid.
17 And you don't beg a fucking public servant to
18 service the public.

19 MS. RODRIGUEZ: Speaker eight, Carol
20 Keating. If you are eight, nine and ten if you
21 can make your way to the side. Thank you.

22 MS. KEATING: My name is Carol Keating,
23 I am an employee of CPS. I'm also a parent, my
24 son goes to Lane Tech. He's an honor student.

1 He went to Burley and Cooley, had music. He's
2 in the honors music program. He plays five
3 instruments all because public schools and the
4 music program that he went through. I'm also
5 DePaul alumni, and I hold a Master's degree in
6 public health from UIC. And I'm a Chicago girl
7 all my life, and I've never seen anything like
8 this in my life, 57 years of being a citizen and
9 taxpayer in this city going on with the Chicago
10 Public Schools. I think it's a disgrace.

11 And I also felt insulted by your
12 comments about that we only care about what
13 happens at our particular school. I think we
14 care about everybody's school throughout the
15 entire system.

16 (Whereupon, the audience was
17 screaming and yelling.)

18 MS. KEATING: And as a person in public
19 health I really do feel this is a public health
20 issue, particularly at Lane Tech. You were
21 talking about cuts, four counselors with 4200
22 students, and we have to cut four counselors
23 with suicide and issues like this going on.
24 Four security guards cut, talking about safety

1 issues. There's going to be cuts in the
2 lunchroom. There's going to be teachers cut.
3 We are affecting the mental health and safety of
4 all our students throughout the entire system.
5 And I am a firm, firm believer in getting rid of
6 charter schools. Why are we investing? And
7 I'll tell you why we're investing in charter
8 schools because you have a high turn over of
9 your teachers, they stay maybe three years, they
10 don't get a pension. And this is the secret
11 behind it because you're not going to have to
12 pay -- you're not holding teachers that are
13 going to be there for 15, 30 years, you're going
14 to lose good, dedicated teachers that actually
15 care about their students.

16 And I would like to know how in the
17 world this is a state issue when it's Chicago
18 Public Schools? I don't understand. I'm really
19 confused when you show me the budget how -- why
20 this is a problem down there in Springfield when
21 this is the Chicago Public Schools.

22 MS. RODRIGUEZ: Please conclude.

23 Speaker nine, Chris Ball.

24 MR. BALL: Hi, name is Chris Ball, I'm

1 speaking here partially on behalf of Raise Your
2 Hand, we're concerned over the depth of the cuts
3 that have occurred to many of the schools. I
4 actually am a parent of a school that had its
5 budget rise so against the other people there
6 are many people whose schools are doing fine but
7 who are concerned with other schools in the
8 system.

9 A budget is supposed to be a set of
10 priorities, and this budget seems to indicate
11 that the Board doesn't believe that traditional
12 neighborhood schools are a priority in the
13 system. There's a number that's abandoned
14 around in the press that there's a net cut of
15 \$68 million. I mean, we get a figure and we'd
16 love to sit down at some point and go through
17 the numbers of closer to \$162 million, which is
18 a significant difference. At the same time
19 we've seen charters and contract schools gain
20 funds. This doesn't help neighborhood schools.
21 The per pupil funding level is simply too low.
22 The principals are given the lump sum, which is
23 an insufficient lump sum, and then there's no
24 provision in the budget to protect programs at

1 the school levels that schools want. I mean, so
2 far we've counted 92 schools losing their art
3 positions, 58 schools losing their physical
4 education positions, 54 losing their music
5 positions, 40 schools losing the librarian. If
6 this is supposed to help neighborhood schools,
7 we're not seeing the outcomes in this budget.
8 So we ask you to seriously reconsider what CPS
9 is trying to achieve here. Thank you.

10 MS. RODRIGUEZ: Speaker ten, Rod
11 Estvan.

12 MR. ESTVAN: My name is Rod Estvan, and
13 I'm the education policy director of Access
14 Living of Chicago. I think Tim laid out a lot
15 of numbers and a narrative, and we don't agree
16 necessarily with the narrative on the pension
17 issue. This pension crisis was created in 1995
18 when Mayor Daley took the tax dollars that went
19 directly into the pension fund and put them in
20 the Chicago Public Schools. And in 1996 in the
21 budget, which I have in my office, the district
22 bolstered that because of that move they gained
23 \$69 million in revenue. Such reports were given
24 for many years in the budgets and then the big

1 collapse came, the same collapse that affected
2 all of us, Tim, not just the trustees of the
3 pension fund, you and I probably lost money too
4 in this deal, unless we were geniuses. So the
5 pension fund took a beating. We knew that we
6 needed to set up the money and reserves to deal
7 with this. We didn't do that. Why didn't we do
8 that? Because our property tax rate in the City
9 of Chicago is lower than any other town in Cook
10 County. Our property tax rate is very low and
11 people here won't like to hear that because we
12 don't want to pay more in property taxes and the
13 mayor doesn't want to raise the property tax
14 rate.

15 The kind of pension relief that you're
16 looking for is not enumerated in the budget.
17 The only way we can get a handle on that is to
18 look at the last day of the session when a
19 proposal was made for a pension holiday, and
20 that proposal was a 43 percent cut in CPS
21 payments to the pension fund. If you're looking
22 for the General Assembly to reduce benefits of
23 retirees and increase costs for current teachers
24 to that level, it is unrealistic. You are like

1 a gambler here, you're rolling the dice and
2 hoping for the best. The only way you're going
3 to get this kind of relief is with an increase
4 in the property taxes.

5 Every time I'm in Springfield the
6 suburban districts talk about this and they say,
7 what about your property tax rate, Rod, you come
8 here with your hand out for money --

9 MS. RODRIGUEZ: Please conclude.

10 MR. ESTVAN: -- and you guys are not
11 putting out the effort you need to. So we need
12 to look at that issue seriously and the Board
13 needs to take some risks with the mayor and tell
14 him the truth.

15 MS. RODRIGUEZ: Speaker 11, Hagit
16 Stone.

17 MS. WALLIN: I'm speaking on behalf of
18 her, she had to leave. We're both on the LSC.

19 MS. RODRIGUEZ: What's your name?

20 MS. WALLIN: My name is Georgia Wallin.
21 She would want me -- I'm going to speak on
22 behalf of her for just this portion. She would
23 want me to relay this to you, to give this to
24 you because this is the we that we're talking

1 about. Because of the short notice of the
2 meeting, you know, with the budget situation
3 here, we went out -- she went out and this is a
4 reflection of the community. In one day 300
5 people -- 331 people said restore the funding
6 back to the schools. That's one day, okay.
7 That's her position.

8 My position is this. We're at -- we
9 both work for a special needs center and those
10 children with the cuts that we're going to
11 receive it's going to be devastating. We lose
12 technology. We lose library. We lose personal
13 assistants to these children. And my thing is I
14 have to ask why are we doing this experiment
15 with these kids right now? Why do our kids
16 always have to be the brunt of an experiment?
17 We've been doing this since I was in school. We
18 can't keep going around in circles. Like they
19 said, if you don't remember your history you're
20 doomed to repeat it. We're repeating the same
21 thing that we did in the '60s, in the '70s, in
22 the 80s. It's got to stop.

23 The notion that, you know, insanity is
24 when you do something consistently and then you

1 expect a different outcome, this is what we're
2 doing. Okay. We've got to get this thing
3 together because those children are the most
4 vulnerable and we're putting this -- we're
5 trying to balance the books on the backs of
6 these kids. We can't do that. If you don't
7 take care of it now we'll pay for it later. The
8 cost will be astronomical. So let's get this
9 thing together.

10 MS. RODRIGUEZ: Speaker 12, James
11 Morgan.

12 MR. MORGAN: My name is James Morgan,
13 I'm the chairman of the LSC at Trumbull
14 Elementary School. Winnetka, Mr. Winnetka, you
15 can talk on top of me as much as you want.

16 I want to start out by saying that at
17 Trumbull when this closing process began we
18 called it theater. We are now on act four of
19 the theater. It keeps continuing. Chicago Now,
20 an online blog, 1.6 million CPS dollars --
21 dollars CPS has contributed to Teach for
22 America, 7.7 million on the Safe Passage, 18
23 million for efficient lighting. Trumbull got
24 new lights. Trumbull and Stewart received new

1 lighting this spring. Why would you do that to
2 a school you're going to close? Budget cuts
3 start at the beginning, that's common sense.

4 At Trumbull Elementary School right now
5 we have a 24/7, 365-day-a-year security guard
6 right now. He's there right now. I was in the
7 school today. If you pay that person \$10 an
8 hour you're paying them for a year \$87,600 for
9 an abandoned building. Why are you doing that?
10 It makes no sense.

11 At Trumbull we tried to help you. We
12 tried to educate you that you were violating the
13 Federal Americans with Disabilities Act by
14 closing down our school. You neglected to
15 listen. We are now in Federal court on August
16 7th and if we win you and your team and Todd
17 Babbitz will have to completely reconstruct
18 Trumbull Elementary School for its opening day
19 of August 26th. Even the partitions have been
20 removed from the inside of Trumbull Elementary
21 School in the bathrooms. They're not paid for,
22 CPS is not paying the bill, but it's been
23 removed.

24 MS. RODRIGUEZ: Please conclude.

1 MR. MORGAN: There's nothing else to
2 say.

3 MS. RODRIGUEZ: Speaker 13, 14 and 15
4 if you can come down and line up. Right now we
5 have speaker 13, Margaret Aguilar.

6 MS. AGUILAR: I do not have a fan club
7 here. I am reminded of a book from the '70s,
8 I'm a child of the '70s, called the Flack
9 Catchers, and that's what I feel that you are
10 doing, you're catching the flack of the anger,
11 the really truly reasonably based anger of
12 people who are being screwed by this, whose
13 children are being damaged by these changes, who
14 2000 special education students are having to
15 move schools when they really need a stable
16 background and you're there getting our anger.
17 And I just have this horrible feeling that it's
18 not going to go any place else, that there's
19 going to be no results.

20 There were meetings and hearings about
21 the school closings, no School Board members as
22 far as I know went to any of those community
23 hearings, and those schools were closed anyway.
24 Children are suffering from this. Children are

1 suffering from the so-called Safe Passage.
2 You're going to see the murder rate go up
3 because students are having to go through gang
4 areas to get to schools, and not just on the
5 south side, not just on the west side. And I
6 will say that as a person whose son graduated,
7 went his whole career in Chicago Public Schools
8 and graduated in 2007, that I have as much
9 concern about this because this is a future of
10 the city that I moved to 40 years ago. This is
11 our future. And if you short -- if you
12 shortchange and if you destroy public education
13 in this city, you are destroying our future as a
14 city.

15 And then my question is, I understand
16 that there's \$1.5 billion in TIF funds, half of
17 which come from Chicago Public Schools, that is
18 \$750 million, and so what you have put in it is
19 a pittance.

20 MS. RODRIGUEZ: Speaker 14, Jerry
21 Skinner.

22 MR. SKINNER: My name is Jerry Skinner,
23 I want to echo what speaker number eight, C.K.
24 Johnson, said Mr. Cawley about a protest over

1 your comment that we're only happy when money
2 goes to our schools. But I do want to ask why
3 CPS, particularly people in charge of finances,
4 are so interested and determined to make some
5 schools very happy at the expense of others?
6 For example, when the budget came out last week
7 here is the Chicago Sun-Times report on the five
8 biggest gainers and losers. And I'll read the
9 five gainers, see if you notice anything in
10 common. At number five Noble Street Charter
11 School gaining 3.6 million. Number four,
12 Chicago International School Lawnwood gaining
13 3.7 million. Number three, UNO Elementary
14 Charter school gaining 4.5 million. Number two,
15 the new UNO High School at 51st and St. Louis
16 gaining 4.9 million. Interesting that UNO after
17 the financial scandals that it's gone through
18 CPS keeps giving to them. And number one this
19 contract school Link Alternative High School,
20 13.3 million.

21 Now, for your five losers. At number
22 one Kelly High School, 4 million losing. Number
23 two, Curie High School, 4 million losing.
24 Number three, Fenger Academy High School, \$3.4

1 million losing. Number four, Wendell Phillips
2 Academy High School, 3.3 million losing. And
3 number five, my high school, Kelvyn Park High
4 School, losing in its budget 3.1 million this
5 year. And it cannot be due to any enrollment
6 loss, we have seen this go down before.

7 And before I close I want to talk about
8 your claim that CPS is cutting Central Office
9 personnel. That can't be true. We have seen a
10 huge number of administrators coming to our
11 schools. CPS formula says Kelvyn Park should
12 only have like one assistant principal last five
13 years, we've had two assistant principals using
14 discretionary money, taking people from the
15 Central Office and bringing them in the schools.
16 So you're not cutting Central Office personnel,
17 your bringing administrators and project
18 managers in the schools.

19 MS. RODRIGUEZ: Speaker 16, Karen
20 Zaccor.

21 MS. ZACCOR: My name is Karen Zaccor,
22 and I am a teacher at Uplift Community High
23 School and a member of North Side Action for
24 Justice. Our message, all of us, our message

1 tonight is that the mayor needs to make our
2 children his priority and he is failing to do
3 so. At Uplift our budget was cut by \$741,000,
4 and that doesn't sound like so much but we're a
5 pretty small school. So what it means is that
6 20 percent of our staff has been cut. So we've
7 lost one out of four science, math, English and
8 fine arts teachers. And one out of three social
9 studies and foreign language teachers. We've
10 lost a beloved AP. We've lost an awesome
11 librarian. And our dean of students now has
12 almost a full-time teaching load so pretty much
13 we've lost that too.

14 Our class sizes are going to go from,
15 you know, pretty small, and we had lots of
16 support staff so our children could do well, now
17 we will have very large class sizes and no
18 support staff. And I know that Mr. Emanuel
19 believes that a good teacher can teach no matter
20 how many children are in the classroom, but it's
21 a simple math problem. If you include the
22 number of -- if you increase the number of
23 students in a class by 25 to 50 percent that
24 takes a lot more time and that time will not

1 then be available for you to spend with all of
2 your students. So the quality of their
3 education in our school and every school is
4 going to go down. Again, simple math.

5 The solution is easy, just like that
6 commercial on TV, it's not complicated. No
7 money for charter schools. No money for swap
8 deals. No money for the stadium. And put the
9 TIF surplus back into our schools. Here in
10 Uptown at North Side Action for Justice we
11 actually passed a referendum about what should
12 happen with TIF money.

13 MS. RODRIGUEZ: Please conclude.

14 MS. ZACCOR: I'll use my teacher voice
15 if they cut me off. We passed it last March and
16 the referendum said shall the City of Chicago
17 return all tax dollars held in TIF districts
18 that should have been allocated to the public
19 schools, park and county to these public
20 bodies --

21 MS. RODRIGUEZ: Thank you. Please
22 conclude.

23 MS. ZACCOR: And only be permitted to
24 use future TIF revenues to preserve and develop

1 affordable --

2 MS. RODRIGUEZ: Our next speaker, 16,
3 Matt Farmer.

4 MS. ZACCOR: Four out of five said yes.

5 (Whereupon, the audience was
6 applauding.)

7 MR. FARMER: My name is Matt Farmer,
8 I'm a Local School Council member at Rogers
9 School. If there was ever any doubt about just
10 how out of touch Winnetka's own Mr. Cawley is
11 with respect to the schools and the
12 neighborhoods in which our kids are educated, he
13 erased all doubt tonight with his comment about
14 Safe Passage not being a concern for people in
15 Uptown, in Edgewater in Rogers Park.

16 Mr. Cawley, at that point you should have
17 apologized to every person in this crowd, turned
18 around and caught the Metra and north line to
19 Winnetka to be with your four kids.

20 Make no mistake, Mr. Cawley is not here
21 tonight because he cares what you or I have to
22 say about \$20 million no-bid contracts to
23 Barbara Byrd-Bennett's old employer. Mr. Cawley
24 is not here tonight because he wants to hear

1 what you or I have to say about over \$100
2 million worth of cuts to neighborhood schools.
3 Mr. Cawley is here tonight because CPS is
4 required to conduct these hearings. CPS was
5 required to conduct hearings on the latest round
6 of school closings. How many of you took part
7 in those hearings? I sat in the back of Judge
8 Tom Allen's courtroom on the 23rd floor of the
9 Daley Center yesterday and to tell you what a
10 sham the school closing process is, not Judge
11 Allen's handling of it, Judge Allen decided and
12 ruled yesterday that the thoughtful reports of
13 independent hearing officers, many of whom are
14 retired Federal and State court judges, have
15 absolutely no binding effect on the Board of
16 Education. In other words, and these are my
17 words, not Judge Allen's those school closing
18 hearings were a sham.

19 Folks, Mr. Cawley from Winnetka,
20 Ms. Quaso of the Latin School who replaced
21 Ms. Pritzker of the Lab School, they have
22 forfeited their right to run our neighborhood
23 schools.

24

1 (Whereupon, the audience was
2 screaming and yelling.)

3 MR. FARMER: So instead of coming here
4 and signing up for two minutes to speak, we will
5 see you in the streets. We will see you in the
6 press. We will see you outside your house. You
7 will hear our voices in your sleep.

8 (Whereupon, the audience was
9 screaming and yelling.)

10 MS. RODRIGUEZ: Speaker 17 -- let's
11 respect the next speaker, speaker 17, Karina
12 Molina.

13 MS. MOLINA: My name is Karina, I'm a
14 junior at Kelvyn Park High School, one of the
15 top high schools that was affected by a \$3.1
16 million budget cut or more. Because of this
17 major budget cut we lost 20 or more teachers.
18 We lost a teacher that was not only an AP
19 teacher but a mentor to many young men and women
20 at Kelvyn Park. He coached three teams with
21 many troubled teens. He helped these kids to
22 make sure their education always came first. He
23 was a best friend.

24 Kelvyn Park is now down to one

1 counselor. This is one counselor for four grade
2 levels. The counselor we lost were also coaches
3 and sponsored one of the biggest clubs in our
4 school. We tried anything for help, even
5 meeting with Alderman Ray Suarez. We asked for
6 Logan Square TIF money for Kelvyn Park and his
7 response was that that money was only for things
8 like construction use and to help businesses. I
9 was informed that Suarez was one of the two
10 Aldermen to not sign into a bill to receive
11 money from the surplus.

12 So with that how will my school
13 recover, my teachers, my fellow students and I?
14 I deserve a quality education. I want to be a
15 police officer. How can you take away from
16 schools, including mine, if we had not much to
17 start with from the beginning. We need that
18 surplus.

19 (Whereupon, the audience was
20 screaming and yelling.)

21 MS. RODRIGUEZ: Speaker 18, Angela
22 Casas.

23 MS. CASAS: Hi, my name is Angela
24 Casas, and I am a senior at Kelvyn Park High

1 School. You say that you do the best for our
2 schools, but you're not the one that sits in a
3 hundred degree classroom in the summer or below
4 zero in the winter. You've never had to share a
5 textbook because there is not enough. My school
6 lost \$3.1 million with 20-plus teachers and two
7 counselors, we are now down to one.

8 We already were -- our classrooms are
9 already crowded, what are we supposed to do now?
10 The teachers that have motivated and pushing me
11 to do better are no longer with me. Classrooms
12 I look forward to, such as, psychology and art
13 are no longer available. We don't even have a
14 librarian anymore. CPS no longer stands for
15 Chicago Public Schools, it now means closing
16 public schools.

17 MS. RODRIGUEZ: Speaker 19, Natalie
18 Metoyer.

19 MS. METOYER: Hello, my name is Natalie
20 Metoyer, I'm also a junior at Kelvyn Park High
21 School. This money is about us, the students.
22 Students don't have enough money books because
23 to expand our knowledge about the soil we stand
24 on because I'm pretty sure we have more rights

1 than this. Students don't have teachers to
2 teach them and push them to do better than what
3 the statistics state. Other Kelvyn Park
4 students and I have high expectations for
5 ourselves. Just because we don't have a seat at
6 your children's school, Mr. Cawley, doesn't mean
7 we don't have a seat in our future careers. But
8 when you guys are taking money and using it to
9 wipe your butts, we are limited to education.
10 The education that you guys are supposed to make
11 sure we had. The education that you guys claim
12 to care about but don't. You guys say it to be
13 re-elected and so on.

14 They say money is the root to all evil,
15 I think that's if you misuse. And you are
16 misusing it. Use the money for its purpose, use
17 it for the education of students. We are not
18 offered a lot at Kelvyn Park, but they offer us
19 all they have. Why? Because they care about
20 us. They care about the jobs we are going to
21 have. They care about our future. They care
22 about the things you clearly don't. Why would
23 you take away from a school that doesn't have
24 that much to offer their students when you guys

1 sit here and say we want to give you guys all?
2 We want to make sure you guys have a bright
3 future. We want to make sure you guys might
4 have my job. I wouldn't want your job one day,
5 but if I had your job I would make sure that
6 anyone who is sitting in any Chicago Public
7 School can sit in my chair one day.

8 (Whereupon, the audience was
9 applauding.)

10 MS. RODRIGUEZ: Speaker 20,
11 Representative Greg Harris. If we can have
12 speaker 21, 22 line up.

13 REPRESENTATIVE HARRIS: So my name is
14 Greg Harris, I'm the State Rep for this area,
15 and I live on Magnolia Street just behind the
16 school here. And I came tonight first off to
17 listen to what folks had to say about education
18 priorities but also to represent for a number of
19 parents and LSC members who could not be here
20 tonight their opinions that they asked me to
21 deliver to you. And this was great concern
22 about how neighborhood schools are being
23 adversely affected by the proposed student-based
24 budgeting.

1 MS. RODRIGUEZ: Speaker 21, I can't
2 read that last name. We need a translator.

3 A VOICE: She is going to translate it.

4 MS. ALDAY THROUGH AN INTERPRETER: Good
5 evening, my name is Merced Alday, I'm a mom of
6 two students that attend Chicago Public Schools,
7 one at Roosevelt High School and my daughter
8 goes to Volts (phonetic) Elementary. I am a
9 leader of the Albany Park Neighborhood Council
10 and I am here representing parents and students
11 of this community. In Albany Park more than \$6
12 million were cut to only nine schools in our
13 area. This is very frustrating.

14 So at Roosevelt High School there has
15 been a budget cut of \$1.8 million eliminating
16 ten positions, many of them teachers. This is
17 absurd. What is going to happen? Are they
18 going to increase the student class size to 35
19 or more? This is not just.

20 While our students in our neighborhoods
21 really deserve a quality education, your deficit
22 and your crisis is just false. While our
23 students are getting starved of resources,
24 charter schools are receiving millions of

1 dollars more and they're expanding charter
2 schools. This is really a crisis. This is just
3 the fault of you guys.

4 So while our neighborhood schools are
5 not getting resources, they're replacing our
6 schools with charter schools based on lottery.
7 My children's education is not a game and it's
8 not a lottery. We're asking you to turn the
9 money to our neighborhood schools.

10 A VOICE: She's just saying a Spanish
11 chant, a song. We already gave you one, we
12 already gave you two, we already gave you three
13 chances, your time is over, we need an elected
14 School Board now.

15 (Whereupon, the audience was
16 applauding.)

17 MS. RODRIGUEZ: Speaker 22, Carolyn
18 Smarz. If we can have speaker 23 and 24
19 following.

20 MS. SMARZ: My name is Carolyn Smarz,
21 I'm a parent, a teacher, a lifelong Chicago
22 Public School graduate. I'm successful. And
23 I'm just appalled what you're doing to us in the
24 classroom. We lost positions, and I'm not sure

1 if these would be legal. We lost two of our ESL
2 positions. Our ESL population is only growing.
3 We are now down to a .5 ESL position. How can
4 we service those kids? I'm not sure how that's
5 possible.

6 You hired 600 people or more to walk
7 these kids to their new schools, yet you're
8 closing schools. And as someone said before,
9 how can you maintain? You have to have people
10 running the schools, keep heating the buildings
11 so they don't fall apart. So it seems like
12 that's counterproductive to closing the schools,
13 it's costing you as much money to keep them up
14 because you can't just abandon the schools.

15 CPS, and someone else related to this,
16 1995 you took a loan from pension and that's
17 causing your pension problems now, you never
18 paid it back to the Pension Board. It seems
19 like you don't have a long-term plan as Stewart
20 School and this other school got their new
21 lighting and now they're turning around and
22 closing it. That's not the first time it
23 happened, it happens across the board. There's
24 no long-term plan for resolving issues in the

1 schools.

2 And you are taking money away from
3 Chicago Public Schools, the quality education of
4 every student across the city by taking that
5 money away from the public and giving it to the
6 private corporations that run our charter
7 schools.

8 (Whereupon, the audience was
9 applauding.)

10 MS. SMARZ: Those charter schools don't
11 offer -- don't offer anything more than our
12 public schools do except they have less
13 experienced teachers. As a matter of fact, we
14 were told this year that our staff was going to
15 be too expensive. We lost positions because the
16 budget was based not on the teacher's salary but
17 based on the number of kids in the building. So
18 those of us who have more experience we're now
19 giving our kids a list to bring supplies,
20 including toilet paper to the classroom, hand
21 soap, sanitizer, toilet paper, paper towel and
22 everything else.

23 MS. RODRIGUEZ: Speaker 23, Gina
24 Abbate.

1 MS. ABBATEMARCO: I'm Gina Abbatemarco,
2 and I'm from Blaine Elementary. I am the LSC
3 vice chair there. I have a 7 and a 12-year-old
4 at Blaine. We have been at Blaine since my
5 12-year-old was 3 in the preschool.

6 In the nine years that I've been at
7 Blaine I've seen parents donate their time,
8 their money, their resources to fill the budget
9 gaps at our school. We have paid for computers.
10 We funded teaching positions. We funded
11 supplies. We funded field trips. We funded all
12 sorts of things. And our story is not unique in
13 any way. There are parents across the city who
14 donate their time and whatever they have to try
15 and better their children's education.

16 We've been holding our budgets together
17 with duct tape and shoestrings already, and
18 you've taken that away from us. We can't
19 continue to hold it together, to donate all of
20 this to the school, to donate funds, to donate
21 our time and try and fill the budget gaps that
22 we have to keep basic programs and basic things
23 in our schools. We can't wait for pension
24 reform, that's a long-term solution. You don't

1 even have a bill on the floor for CPS right now.
2 So we're talking who knows how much time that
3 that would ever occur. We need a solution now
4 and what we need is the return of the TIF
5 surplus to our schools.

6 (Whereupon, the audience was
7 screaming and yelling.)

8 MS. ABBATEMARCO: -- in June rejected
9 our budget and there were other schools, at
10 least ten across the city, who did the same. We
11 started a coalition called Common Sense
12 Coalition of LSC for Fair Funding. We have 70
13 LSCs that are members of our coalition. If
14 anyone here would like to have their school
15 included on the list please let me know after
16 the meeting and I can do that to join.

17 We are advocating for release of the
18 TIF surplus. I can't request a meeting with the
19 mayor. They can't request a meeting with the
20 mayor. You can request a meeting with the mayor
21 and ask for a return of the TIF surplus. We're
22 doing our part. We're calling our aldermen,
23 we're calling the mayor, we're e-mailing, we're
24 sending letters, and we are doing again our

1 part, we need you to do your part, request the
2 TIF surplus.

3 MS. RODRIGUEZ: Speaker 24, Marty
4 Ritter. If speaker 25, 6 and 7 can make their
5 way to the aisle.

6 MR. RITTER: So first of all, I want to
7 shout out One North Side, LS&A --

8 (Whereupon, the audience was
9 screaming and yelling.)

10 MR. RITTER: Raise Your Hand, the new
11 Coalition, North Side Action for Justice, all
12 the people here, the real grass roots. This is
13 a manufactured crisis. Three years ago your
14 team took over and you knew this was going to
15 happen. I'm on the CTU's lobbying team, you
16 have never tried to get additional revenue.
17 We've been to Springfield over and over again
18 and you've allowed this situation to occur.

19 What did Rahm Emanuel say? Never let a
20 crisis go to waste. That's his game plan, it's
21 called austerity. He learned it from Bruce
22 Rauner, his buddy, okay, who is running for
23 Republican Governor. That may be why you gave a
24 thumbs down to Pat Quinn a couple of minutes

1 ago. And you also knocked the Pension Board,
2 which the Board members of CPS are also on, so
3 I'll remind them that you said that at the next
4 Board meeting.

5 Next I'd like to say the chief
6 administrative office that you run received an
7 increase this year from \$620 million to \$816
8 million. That's your department. That's your
9 department. A hundred million dollars is about
10 a thousand teachers, give or take. You could
11 restore the cuts by returning your department's
12 budget to last year's operating expenses.

13 Please write it down, it's your idea.

14 (Whereupon, the audience was
15 screaming and yelling.)

16 MR. RITTER -- certain members of Rahm
17 Emanuel's political team upstairs, those people,
18 I won't name their names, but let them know that
19 the grass roots aren't going to happen. We all
20 must knock on doors. We all must learn our
21 precincts. We all must get rid of these bogus
22 aldermen and get rid of this mayor. I was a
23 history teacher, we got to cut the head --

24

1 (Whereupon, the audience was
2 screaming and yelling.)

3 MR. RITTER: And I don't mean physical,
4 let's unemploy him the way he's unemployed 3500
5 educators over the last six months.

6 (Whereupon, the audience was
7 screaming and yelling.)

8 MR. RITTER: I still got time, I know I
9 do.

10 The chief financial office, which
11 operates under you, I got ten seconds, received
12 about \$40 million this year. Last year's
13 operating expense was \$15 million, that's
14 roughly about \$250 million I just found for you.
15 So please, please, please go back to the drawing
16 board. Go back to Stand For Children and all of
17 the people that tell you what to do and decide
18 to put our neighborhood schools first.

19 MS. RODRIGUEZ: Speaker 25, Aviva
20 Then.

21 MS. THEEN: Hello, I'm Aviva Then, and
22 I am a teacher at Morgan Park High School or at
23 least I think I will be. I actually I was one
24 of the teachers that got cut about two weeks ago

1 and on Monday my principal offered me back the
2 position because another teacher at my school
3 left. This was a third-year teacher and she's
4 amazing but she was sick of everything that we
5 have to go through as CPS teachers. And I'm
6 really lucky that I got my position back. And I
7 knew at the end of last year that I was going to
8 most likely lose it because I had the most
9 experience of all of our non-tenured teachers in
10 science.

11 Now, just to give you a little sense,
12 my school we have nine science teachers and even
13 though it looks like we might be losing maybe a
14 hundred, maybe even 200 students, we were
15 supposed to lose four science teachers. So
16 that's almost half of the science teachers.
17 And if you crunch the numbers it ends up being
18 that we're going to need some overtime teachers
19 but that we would not be able to offer any
20 senior electives, and we would have class sizes
21 of about 40. According to OSHA the limit for
22 what could be considered safe in a science
23 chemistry lab for one teacher is to monitor 24
24 students.

1 In addition, we're just talking about
2 cost of teachers, we're not even talking about
3 all the consumable costs. Our school has not
4 had any operating funds to actually get any
5 science supplies. We currently charge our
6 students anywhere from \$20 to \$40 a year to buy
7 these things. We got to do something and stop
8 criminalizing our public education.

9 MS. RODRIGUEZ: Speaker 26, Vito Greco.
10 If we could have speaker 27, 28 and 29 step down
11 too.

12 MR. GRECO: Hi, my name is Vito Greco,
13 I'm the chair of the Stone LSC in Rogers Park.
14 I wanted to -- one of the things you said that I
15 actually agreed with was that there are no magic
16 solutions. In fact, I think the long-term
17 solutions for the budget gap are all out there,
18 they're all illogical things, like property
19 taxes, changing the TIF rule so that surpluses
20 automatically go to schools or gains in TPI
21 automatically go to schools. Change the income
22 tax laws. Do a financial transaction task.
23 There are loads of solutions out there that are
24 really obvious. And the problem that I have

1 with the CPS people that I talk with is that you
2 raise your hands up like you have no idea what
3 to do, you blame the problem on pension reform.
4 I think that you guys should spend a lot less
5 energy defending budgets that you know don't
6 work and start talking to the city and start
7 talking to the state. It's not all the state,
8 it's the city, it's a shared responsibility.
9 All the solutions are out there and you guys act
10 like you've never heard of them before or if you
11 haven't heard of them before I question, you
12 know, why are you even working on these budgets?

13 Now, the other thing is those are
14 long-term solutions. The short-term solution is
15 this TIF surplus. We all know, we all agree on
16 it. There are 32 aldermen right now that
17 supposedly agree that this is the right thing to
18 do, but the bill got put into the Rules
19 Committee, which is typically where bills die.
20 The progressive caucus is trying to use the
21 procedures to get that bill to a vote. So
22 everyone needs to put pressure on all of their
23 aldermen to vote for that bill. But while this
24 is happening the mayor and others are changing

1 the rules of TIFs to start creating effectively
2 ghost projects. They're creating projects that
3 don't have any beneficiaries, there are no
4 projects really attached to it, but they're just
5 sort of placeholders for the future. So what's
6 going to happen is when the momentum is there,
7 we get all the votes, he's probably going to
8 say, oops, there's no surplus.

9 MS. RODRIGUEZ: Your time is expired,
10 please conclude.

11 Speaker 27, Rosemary Vega.

12 MS. VEGA: Woo hoo. Hello, my name is
13 Rosemary Vega, and I'm very happy that
14 Representative Greg Harris is here so he can
15 actually see how his people get treated when
16 we're asked to give our comments or to say our
17 concerns. We get two seconds -- two minutes
18 that feels like two seconds to say what we need
19 to say. And Mr. Winnetka here thought he was
20 coming to the city and get praised on what he's
21 doing. He was not prepared at all to encounter
22 this angry crowd, parents, teachers, students,
23 everyone here is angry. You know, the voters of
24 the city of Chicago are actually against school

1 closings and, you know, we're growing and we're
2 getting together and we're going to make change.
3 And when you say that there is no magic wand to
4 fix this, there is one thing, there is actual
5 morals that you can actually say I'm going to
6 quit my job because this is not what people
7 want. So that's one solution.

8 When you said this budget you guys were
9 on the defense against who? Our kids, our
10 students, because they're the only ones getting
11 the axe, not anybody else. I don't see you
12 being defensive against UNO and all these
13 charter schools. You left my neighborhood,
14 Humboldt Park, with no public schools, we're
15 full of charter schools. So when you tell me
16 that you cut down underutilized schools, let me
17 tell you, you cut my daughter's music program
18 down. It was not underutilized to her. It was
19 her life, it was her passion and you took it.
20 It was not underutilized. When you -- you built
21 in my school, Lafayette Elementary School, you
22 guys put two brand new lunchrooms and a bunch of
23 classrooms down there, rebuilt for a Chi Arts
24 High School and then you come and you rip the

1 school and you close them.

2 I will talk about budget and I would
3 but I don't have a school anymore, you took that
4 from me. But can we talk about the \$55 million
5 that you're giving DePaul, a private company or
6 a school that don't need it. You're taking from
7 the most needed to give to the ones who don't
8 need it.

9 (Whereupon, the audience was
10 applauding.)

11 MS. RODRIGUEZ: Vidalis Burgos.

12 MS. BURGOS: Hi, my name is Vidalis
13 Burgos, and I'm a student at Lincoln Park High
14 School. My school is facing a million-dollar
15 budget cut, and we've lost eight teachers, they
16 were hired but then un-hired again and some were
17 actually targeted for fighting for other
18 teachers.

19 I'm a music major at Lincoln Park and
20 I'm also part of the double honors program
21 because of budget cuts I'm also nervous that my
22 music program will be cut and my possibilities
23 of being something big will be cut and taken
24 away from me. But budget cuts are also not my

1 fight. Like I fight for it, but it's not the
2 only thing I fight for. My sibling school was
3 recently closed. And, you know, it brings a lot
4 of pain to these kids because what they depended
5 on before they don't have now. They have to go
6 and deal with the new sense of bullying.
7 They've already been through bullying through a
8 Board with no heart. They have to go through
9 another stage of bullying through kids who have
10 their school who don't have to say, well, I'm
11 leaving my stuff behind to come to a new
12 neighborhood. You know, I go to Lincoln Park,
13 I'm Uptown, and we do need security, we need the
14 Safe Passage because I know that when I have
15 friends who leave the building they come back
16 and say, well, I saw this girl get robbed today
17 and this girl got shot today. So I know what
18 happens, you don't.

19 Also, another thing, you guys sit here
20 with straight faces and look at us. Do you
21 record the tears that we say or do you just
22 record the words that we say? You look at us
23 with these straight faces and you comment things
24 that hurt our hearts. You don't know my name

1 and I don't know yours, you know me as a number,
2 and this number has gave you multiple money to
3 make the CPS look good.

4 MS. RODRIGUEZ: Speaker 29, Drew
5 Heiserman.

6 MR. HEISERMAN: Hi, my name is Drew
7 Heiserman, I'm a resident of Chicago, a
8 taxpayer, a parent and a teacher down in
9 Englewood. I love to see students up here
10 advocating for themselves, that's great. Can
11 people give her a round of applause?

12 (Whereupon, the audience was
13 applauding.)

14 MR. HEISERMAN: And it's interesting
15 that it takes this kind of manufactured crisis
16 to get the students out here, and they're
17 speaking for themselves, and this is awesome to
18 see. I hope they continue and keep speaking up.

19 As I said, it's a manufactured crisis.
20 A budget is a set of priorities. It's a
21 political document. Whether you want to talk
22 about numbers, et cetera, I teach math, the
23 numbers don't add up. This is a political
24 document, it's a set of priorities, we've all

1 laid out, we know what your priorities are,
2 they're not in the city of Chicago's public
3 schools, every single neighborhood school is
4 losing money, it's across the board. We know
5 it. Raise Your Hand is documenting it, all
6 right.

7 As has been said previously, these
8 things are a sham. The closing hearings were a
9 sham. I went to a lot of them, I got tired of
10 them. It was clear they weren't going to change
11 what was going to happen. What's going to
12 change what happens are you all right here in
13 this room getting out and doing the things we
14 need to do. Like Mr. Ritter mentioned before we
15 got to get rid of this mayor. It's got to
16 happen. Unemploy him, okay.

17 I was handed a sheet that looks kind of
18 interesting, it mentions something about a
19 boycott CPS on this day, Wednesday, August 28th,
20 it might be a good idea. It might be an
21 interesting idea. We're going to have to be
22 doing some very interesting outside-the-box
23 things to change the way the city runs. Clearly
24 Rahm and his friends are not going to do it on

1 their own, all right. Let's get organized
2 people.

3 MS. RODRIGUEZ: Speaker 30, Hagit
4 Stone. If I can have speaker 31 and 32.

5 MS. STONE: Actually, I don't really
6 need a mike, but there should have been two
7 mikes there, okay. I'm not the spring chicken
8 that I was before, but I'm here with a struggle.

9 I just want to tell you, first of all,
10 never have I been prouder of the people in this
11 room, the young people that spoke. This is the
12 type of leaders that we need.

13 (Whereupon, the audience was
14 screaming and yelling.)

15 MS. STONE: I've been an activist for
16 over 40 years. I've seen everything from school
17 desegregation to bilingual councils to bilingual
18 education being destroyed to everything. And I
19 certainly don't want to leave a legacy of us as
20 advocates for our children if we do not advocate
21 for them today and every time it is needed.

22 I looked at myself the other day and I
23 said, you know what, I'm not getting any
24 younger, but what's happening is very important

1 and I'm advocating or I'm pleading with people
2 that have never ever been before involved in a
3 struggle. This is as important as when
4 Dr. Martin Luther King came to the City of
5 Chicago. And if any of have seen public
6 broadcasting, when you saw the people that were
7 getting the hoses of water in their faces, those
8 gashes in their faces, if it's going to take
9 that much then our children are worth it. We
10 must not be afraid.

11 (Whereupon, the audience was
12 applauding.)

13 MS. STONE: -- Rahm Emanuel because he
14 was applauded by Barack Obama. And a lot of my
15 African American friends thought that he was a
16 friend to the people, that he was a Democrat.
17 Let's face it, this man is looking for money.
18 There is a plan, the plan is to get rid of the
19 poor and the people and the hard working people
20 to make it to the number one city with people
21 with a lot of money. That's what the plan is.
22 That's why they close 53 schools. We have to
23 wake up people, we have to smell the coffee and
24 not be afraid. These are our children. Whether

1 you're white or you're brown or you're black or
2 you're yellow or you're red, these are our
3 children and harm is being done to them.

4 MS. RODRIGUEZ: Please conclude.

5 MS. STONE: And I was told recently
6 that Rahm Emanuel already started doing his --
7 getting his money for his re-election. We can't
8 go home and say, okay, I did my duty, I went
9 over there. No. This anger, this anxiety has
10 to be fulfilled. We're not talking about
11 killing anybody, we're talking about defending
12 the rights of our children.

13 MS. RODRIGUEZ: Speaker 32, Margarita
14 Miranda.

15 MS. STONE: Give me one second. Rahm
16 Emanuel is looking for money to make a bus or a
17 statute of former President Reagan, I'm sorry,
18 find the money for our schools.

19 MS. RODRIGUEZ: Speaker 32, Margarita
20 Miranda.

21 MS. MIRANDA: My name is Margarita
22 Miranda, I'm a Local School Council vice chair.
23 CPS is trying to take away the power of the
24 Local School Council where the parent has the

1 power to defend our children, and the system is
2 so corrupt. It's a shame. Tell them to return
3 the money to George Manierre and all of Chicago
4 Public schools. Thank you.

5 MS. RODRIGUEZ: And that concludes the
6 FY 2014 Budget Hearings. Thank you for your
7 comments and questions. Good night. There are
8 no more speakers.

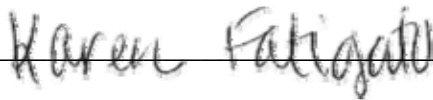
9 (Whereupon, these were all the
10 proceedings had at this time.)

11
12
13
14
15
16
17
18
19
20
21
22
23
24

1 STATE OF ILLINOIS)
2) SS:
3 COUNTY OF C O O K)
4

5 Karen Fatigato, being first duly sworn,
6 on oath says that she is a court reporter doing
7 business in the City of Chicago; and that she
8 reported in shorthand the proceedings of said
9 public hearing, and that the foregoing is a true
10 and correct transcript of her shorthand notes so
11 taken as aforesaid, and contains the proceedings
12 given at said public hearing.

13
14
15
16
17
18
19
20
21
22
23
24



Karen Fatigato, CSR

LIC. NO. 084-004072



A					
abandon 72:14	2:6 77:6	28:18	area 68:14 70:13	78:19,21	benefits 51:22
abandoned 49:13 55:9	administrators 59:10,17	allows 30:3	areas 7:19 23:14 26:5 31:14 57:4	aware 36:5 44:14	benefitting 25:2
abbate 73:24	admit 15:19	alternative 10:4 20:14 27:3,5 58:19	arena 46:7	awesome 60:10 86:17	benson 32:17,18,19 34:4 35:4,12
abbatemarco 74:1,1 75:8	adults 42:18	alternatives 31:6,12	arent 29:12 77:19	axe 83:11	best 31:21 34:20 52:2 64:23 66:1
able 3:7 13:8,10 19:1 38:17 79:19	adversely 68:23	alumni 41:10 44:19 47:5	arrive 30:10	B	better 7:3 10:3 17:9 20:20 21:6 66:11 67:2 74:15
aboveentitled 1:8	advised 32:24 33:15	amazing 79:4	art 38:14 39:4 41:19 50:2 66:12	babbitz 55:17	big 6:24 9:10 18:17 50:24 84:23
absolutely 63:15	advisors 12:14	america 54:22	article 33:23	back 9:9 16:8,9 18:11 53:6 61:9 63:7 72:18 78:15 78:16 79:1,6 85:15	biggest 31:2 58:8 65:3
absorb 9:3	advisory 14:22	american 89:15	artificially 13:1	background 56:16	bike 37:16
absurd 70:17	advocate 41:17 88:20	americans 55:13	arts 38:3,4 60:8 83:23	backs 54:5	bilingual 88:17,17
academics 41:20,21	advocates 88:20	amount 5:23 43:9	asked 3:2,11 65:5 68:20 82:16	bad 23:22 34:16	bill 55:22 65:10 75:1 81:18 81:21,23
academy 58:24 59:2	advocating 75:17 86:10 89:1	analysis 34:21	asking 45:12,13,13 71:8	balance 20:1 54:5	billion 17:3,8 18:18 18:24 24:16 57:16
access 36:8 50:13	affect 7:14,15,15,17	analyst 2:4	assistant 59:12,13	ball 48:23,24,24	billiondollar 9:12 18:22
accommodations 36:14	afford 12:23 28:16 34:7 38:17	anger 56:10,11,16 90:9	assistants 53:13	barack 89:14	bills 81:19
accomplish 22:4	affordable 62:1	angry 37:21 82:22,23	astronomical 54:8	barbara 4:12 62:23	bind 45:9,10
achieve 50:9	afforded 36:15	annex 29:11	attached 82:4	bars 11:24 12:20	binding 63:15
acknowledge 2:8	aforesaid 92:11	answered 3:20	attend 70:6	based 5:5 26:5 56:11 71:6 73:16 73:17	bit 6:4 8:2
act 54:18 55:13 81:9	afraid 89:10,24	answering 11:4	attended 40:19	basically 20:8	black 90:1
action 59:23 61:10 76:11	african 89:15	anxiety 90:9	attention 13:17	basis 69:19	blame 81:3
actions 11:7 35:9 39:16 42:22 43:13	aggressive 15:15	anybody 83:11 90:11	audience 2:10 10:10 25:7,14 26:8 28:4 29:1 34:2 39:21 40:23 41:1 42:3 45:20 47:16 62:5 64:1,8 65:19 68:8 69:21 71:15 73:8 75:6 76:8 77:14 78:1,6 84:9 86:12 88:13 89:11	bathrooms 55:21	blocks 25:17
activist 88:15	ago 37:24 57:10 76:13 77:1 78:24	anymore 21:10 38:18 66:14 84:3	attending 17:18,18,20 18:2 55:15 55:19 87:19	beating 51:5	blog 54:20
actual 83:4	agree 34:23 50:15 81:15,17	anyway 56:23	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	blogged 38:2
acutely 36:5	agreed 80:15	ap 60:10 64:18	attends 17:18,18,20 18:2 55:15 55:19 87:19	beg 46:15,16,17	blue 16:5
add 86:23	agular 56:5,6	apart 72:11	attends 17:18,18,20 18:2 55:15 55:19 87:19	began 54:17	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
added 29:10	aides 24:19	apologize 14:1 40:2	attends 17:18,18,20 18:2 55:15 55:19 87:19	beating 51:5	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
adding 19:19 22:21 23:3 24:1,2 38:21	air 29:10,21 30:11	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
addition 33:15 42:16 80:1	aisle 76:5	appalled 42:5 71:23	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
additional 76:16	albany 70:9,11	applauded 89:14	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
additionally 14:1 15:4	alday 70:4,5	applauding 34:3 39:22 41:2 42:4 45:21 62:6 68:9 69:22 71:16 73:9 84:10 86:13 89:12	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
additions 28:14	alderman 65:5	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
addressing 3:9	aldermen 65:10 75:22 77:22 81:16 81:23	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
adenia 39:23 40:1	allen 63:11	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
adequate 14:23 15:2	allens 63:8,11,17	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
adequately 36:22	allocated 61:18	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
adjourned 3:1	allow 9:23 10:21	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
administration 27:6	allowed 3:18 12:7 17:19,23 76:18	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4
administrative	allowing	apologized 62:17	attends 17:18,18,20 18:2 55:15 55:19 87:19	beer 34:4	board 4:13,14,23 5:1 5:1 12:14 14:22 35:6 35:24 36:19 39:7,20 40:19 44:1 49:11 52:12 56:21 63:15 71:14 72:18 72:23 77:1,2 77:4 78:16 85:8 87:4

bonds 19:8,10 28:8	72:10	carry 9:8	chart 16:5	47:8	75:11,12,13 76:11
book 56:7	built 83:20	carryover 20:6	charter 41:15 46:2	city 28:15 34:1,6 37:16,17	coffee 89:23
books 54:5 66:22	bullying 85:6,7,9	cars 34:9	48:6,7 58:10	39:14 43:16	collapse 51:1,1
boycott 39:17 87:19	bunch 17:5 83:22	casas 65:22,23,24	58:14 61:7	45:14 46:10	collect 17:22 18:2
bragged 37:24	burgos 84:11,12,13	case 24:13	70:24 71:1,6	46:14 47:9	college 1:9 37:3 45:5
brand 83:22	burley 47:1	catchers 56:9	73:6,10	51:8 57:10	column 19:3
briefly 28:2	bus 26:20 90:16	catching 56:10	83:13,15	57:13,14	come 2:20 31:16
bright 68:2	buses 7:12	caucus 81:20	charters 41:11 44:2 49:19	61:16 73:4	32:1,12
bring 73:19	business 8:18 31:19 34:16 92:7	caught 62:18	cheer 27:11	74:13 75:10	33:22 39:9
bringing 59:15,17	businesses 65:8	causing 72:17	chemistry 79:23	81:6,8 82:20	52:7 56:4
brings 85:3	butts 18:14 67:9	cawley 1:13 2:7,13 4:8,11 9:16	chi 83:23	82:24 87:2	57:17 69:3,4
broadcasting 89:6	buy 12:24 80:6	9:21 10:1,11 11:4 12:19	chicago 1:1,9 2:2,6 12:2,13 24:2 40:7 42:14	87:23 89:4 89:20 92:7	83:24 85:11 85:15
broke 34:1	byrdbennett 4:13	25:9,20 26:4 26:10,15	43:3,13	claim 43:22 59:8	85:15
brown 42:11,12,12 44:14 90:1	byrdbennetts 62:23	28:6 29:3 30:22 40:20	44:12 47:6,9	67:11	coming 4:15 20:16
bruce 76:21	C	57:24 62:10 62:16,20,23	48:17,21	claimed 40:21	28:12 33:16
brunt 53:16	c 57:23 92:3	63:3,19 67:6	50:14,20	40:21	44:20 59:10
bs 42:18 43:22,24 44:2	calculate 38:19	center 53:9 63:9	51:9 54:19	classes 45:4	64:3 69:24 82:20
buddy 76:22	call 32:11,16	central 27:10,13,16 59:8,15,16	57:7,17 58:7	classmates 37:2	commencing 1:10
budget 1:3 2:3,12,15 3:10 4:5,6	called 14:21 19:7 20:8 54:18 56:8 75:11 76:21	centrally 24:17	58:12 61:16	classroom 7:14,17,20	comment 58:1 62:13 85:23
3:10 4:5,6	calling 39:17 42:17 43:22,24	ceo 4:12	66:15 68:6	33:1 37:4	commentary 26:1
4:10,23 5:2	44:2 75:22 75:23	certain 77:16	70:6 71:21	60:20 66:3 71:24 73:20	comments 3:12 4:21 26:2 47:12 82:16 91:7
5:3,4,9,11	campus 45:5	certainly 38:13 88:19	73:3 82:24	classrooms 11:17,21,22 26:23 66:8 66:11 83:23	commercial 61:6
6:6,12 7:24	cant 10:12 12:23 27:22 28:15	cetera 86:22	86:7 89:5	66:11 83:23	commission 11:10
8:3 9:24	31:9,18 32:5 37:7 46:5,7	chair 68:7 74:3 80:13 90:22	91:3 92:7	clear 10:17 87:10	commitment 4:16
11:14 18:10	53:18 54:6	chairman 54:13	chicagos 43:4,12,23 87:2	67:22 87:23	committee 81:19
19:23 20:19	59:9 70:1	chairperson 32:19 35:22	chickens 88:7	24:20	common 40:4 55:3 58:10 75:11
24:15,23	72:14 74:18	challenge 6:21,24	chief 2:6 77:5 78:10	close 8:3 15:17 19:13 21:14 55:2 59:7 84:1 89:22	communication 34:17
28:1,3 30:15	74:23 75:18	challenge 6:3,5,19	child 56:8	56:23 85:3	communities 23:23 25:13 44:21
30:16 32:21	75:19 90:7	challenging 21:19 30:8,23	children 6:8 10:19 20:5 22:5,13,22 23:11 24:24	clearly 67:22 87:23	community 5:6,21 10:22 24:1 30:21 53:4 56:22 59:22 70:11
33:1,9 34:5	capital 28:2,6,10	champagne 34:6	30:9 31:15	clerk 24:20	companies 45:17
34:7 35:1	card 3:23	chair 68:7 74:3 80:13 90:22	33:9 35:13	clerk 24:20	company 84:5
36:2 45:1	care 6:9 34:10 47:12,14	chairman 54:13	40:5 43:15	clear 10:17 87:10	comparing 5:14
46:6 48:19	48:15 54:7	chairperson 32:19 35:22	43:17,24	10:17 87:10	compete 30:5
49:5,9,10,24	67:12,19,20 67:21,21	challenge 6:21,24	53:10,13	clearly 67:22 87:23	complete 10:23
50:7,21	career 37:4 45:5 57:7	challenges 6:3,5,19	54:3 56:13	clerk 24:20	completely 3:20 55:17
51:16 53:2	careers 67:7	challenging 21:19 30:8,23	56:24,24	clerk 24:20	complicated 61:6
55:2 58:6	cares 43:23 62:21	change 8:13 42:8 80:21 83:2 87:10,12,23	60:2,16,20	clerk 24:20	computer 5:22
59:4 60:3	carol 46:19,22	change 8:13 42:8	69:13 78:16	clerk 24:20	computers 74:9
64:16,17	carolyn 42:10,12 71:17 71:20	changes 56:13	88:20 89:9	clerk 24:20	concentrates 30:1
70:15 73:16	carried 17:11	changing 7:8 80:19 81:24	89:24 90:3	clerk 24:20	concern 57:9 62:14 68:21 69:9
74:8,21 75:9		change 58:3 80:5	90:12 91:1	clerk 24:20	
77:12 80:17			childrens 35:5 67:6 71:7 74:15	clerk 24:20	
83:8 84:2,15			choice 9:21 10:15 23:22 31:18 42:20	clerk 24:20	
84:21,24			choices 38:6	clerk 24:20	
86:20 91:6			choose 38:3	clerk 24:20	
budgeting 68:24			choosing 39:4	clerk 24:20	
budgets 5:19 44:5 50:24 74:16 81:5,12			chosen 8:17 11:12	clerk 24:20	
build 19:9 28:18			chris 48:23,24	clerk 24:20	
building 19:9 27:21 28:16 55:9 73:17 85:15			chronic 23:12	clerk 24:20	
buildings 28:20 29:6,16 29:18,20			circles 53:18	clerk 24:20	
			citizen	clerk 24:20	

69:10,11 concerned 49:2,7 concerns 82:17 conclude 4:2 41:24 44:13 48:22 52:9 55:24 61:13,22 82:10 90:4 concluded 2:17 4:24 concludes 91:5 conclusion 30:22 conclusions 69:5 condescending 26:2 conditioning 29:10,21 30:11 conduct 63:4,5 confirm 43:14 conflict 41:21 confused 48:19 consider 4:23 considered 79:22 consistently 53:24 construction 65:8 consumable 80:3 contact 3:23 contains 92:11 contemplate 5:6 context 6:12 continue 7:1,2 10:24 35:4 74:19 86:18 continuing 54:19 contract 34:23 49:19 58:19 contracts 34:19,22 62:22 contribute 15:11 contributed 54:21 contributes 15:9 contribution 12:1,4 13:2 14:5 contributions 12:5,19 control 21:12 34:1 conveyed 4:22 convince 35:2 cook 17:17 18:1 51:9 cooley	47:1 core 14:9 38:4 corner 16:1 corporations 73:6 correct 92:10 corrupt 91:2 cost 34:21 54:8 80:2 costeffective 34:22 costing 72:13 costs 11:16 15:12 51:23 80:3 council 35:22 62:8 70:9 90:22 90:24 councils 88:17 counselor 65:1,1,2 counselors 24:20 47:21,22 66:7 count 27:10 31:14 37:5 counted 50:2 counterprod... 72:12 counts 37:5 county 17:17 18:2 51:10 61:19 92:3 couple 8:10 19:11 76:24 course 33:8 42:18 court 4:20 55:15 63:14 92:6 courtroom 63:8 cousin 27:1 cover 19:10,24 33:13 covers 15:6 cps 3:10,21 4:3,6 5:13 7:9 11:24 12:11 12:20,23 13:15 15:7 16:11 18:3 20:23 21:3 27:1 28:7,13 31:19 34:15 34:18 35:24 37:6,21 40:15 42:13 42:13 43:10 44:19 46:23 50:8 51:20 54:20,21 55:22 58:3 58:18 59:8 59:11 63:3,4	66:14 72:15 75:1 77:2 79:5 81:1 86:3 87:19 90:23 cpss 13:11 crazily 10:4 crazy 17:22 created 50:17 creating 82:1,2 creative 40:14 credit 17:21 20:18 43:9 crime 26:5 criminalizing 80:8 cripple 45:1 crisis 15:21 36:2 46:6,8 50:17 70:22 71:2 76:13,20 86:15,19 criticized 7:22 crowd 14:14 44:22 62:17 82:22 crowded 66:9 crunch 79:17 csr 1:23 92:15 ctus 76:15 curie 58:23 current 8:21 51:23 currently 80:5 curriculum 36:10 custodian 27:1 custodians 26:18 cut 11:16 20:14,21 21:14,15 27:6,8,13 32:5,6 47:22 47:24 48:2 49:14 51:20 60:3,6 61:15 64:16,17 70:12,15 77:23 78:24 83:16,17 84:15,22,23 cuts 7:19 8:9,21 27:5 32:21 33:1 35:1 38:19 39:1 45:1 47:21 48:1 49:2 53:10 55:2 63:2 69:7,11 77:11 84:21 84:24	cutting 31:12 59:8,16 <hr/> D <hr/> daley 50:18 63:9 damaged 56:13 dan 44:18 daniel 44:16 dare 25:12,18 date 17:18 18:8,8 daughter 42:16 70:7 daughters 83:17 david 4:13 day 5:1,2 20:23 31:20 33:13 37:23 38:11 40:12,13,13 40:16 41:4,9 43:3 51:18 53:4,6 55:18 68:4,7 87:19 88:22 days 16:11 deal 13:8 21:9 34:20 51:4,6 85:6 deals 61:8 dealt 15:14 dean 60:11 debt 11:18 19:7 decide 10:5,5 24:17 24:22 78:17 decided 63:11 decision 8:7 10:20 decisions 22:8 31:21 36:6 dedicated 48:14 defend 91:1 defending 81:5 90:11 defense 16:3 83:9 defensive 83:12 deficit 9:12 18:20,22 18:24 19:5 19:14 70:21 deficits 18:17 deflate 13:1 degree 47:5 66:3 delighted 9:7 deliver 68:21 demand	37:12 democrat 89:16 department 5:11,12 77:8,9 departments 77:11 depaul 33:24 41:9,10 46:7 47:5 84:5 depended 85:4 depth 49:2 desegregation 88:17 deserve 65:14 70:21 desire 4:17 destroy 45:5 57:12 destroyed 88:18 destroying 57:13 detail 5:10 6:23 details 7:10 determine 31:21 34:21 determined 31:17 58:4 devastating 8:9,9,21 9:6 53:11 develop 24:3 61:24 development 24:9 dice 52:1 didnt 12:3 13:11 16:18 35:14 51:7,7 die 81:19 difference 24:12 49:18 different 29:14 31:6 41:12 54:1 difficult 29:8 36:6,10 38:19 dip 16:19 directly 17:5 50:19 director 50:13 disabilities 36:3,4 55:13 disagree 22:7 30:13,17 discretionary 59:14 discussion 21:19 disgrace 47:10 disgusted 42:6 disgusts 46:12,13 disney 38:5,19 disrespectful	9:22,24 10:18 14:15 distractions 42:21 distributions 69:2 district 8:19 15:5,9 16:22 17:5 22:15 23:6 24:4 26:16 26:22 29:19 50:21 districts 14:13,15 15:10 52:6 61:17 districtwide 6:7 document 86:21,24 documenting 87:5 doesnt 7:17 12:12 19:17 30:14 38:13 49:11 49:20 51:13 60:4 67:6,23 doing 7:21,22 12:23 15:16 20:14 21:17,24,24 22:1 23:5,10 23:17 26:22 26:22 27:3,5 32:10 43:21 49:6 53:14 53:17 54:2 55:9 56:10 71:23 75:22 75:24 82:21 87:13,22 90:6 92:6 dollar 7:13 dollars 8:11 16:13 17:3,9 18:4 18:7,13,18 18:24 19:12 21:6 24:16 26:21 45:18 50:18 54:20 54:21 61:17 71:1 77:9 donate 74:7,14,19,20 74:20 donations 38:15 dont 7:14 8:4 10:12 14:2 17:22 18:8,8,12 21:20 22:11 22:11,24 23:2,13,21 23:24 25:4 25:13 26:1 27:21,23 29:3 31:18 35:8,12 44:9 45:8,10 46:15,16,17 48:10,18 50:15 51:12 53:19 54:6 66:13,22 67:1,5,7,12 67:22 72:11 72:19 73:10
--	--	--	---	---	---

73:11 74:24 78:3 81:5 82:3 83:11 84:3,6,7 85:5,10,18 85:24 86:1 86:23 88:5 88:19	82:1 efficient 54:23 effort 52:11 eight 46:19,20 57:23 84:15 eightsix 41:11 either 5:22 elected 71:13 electives 79:20 elementary 35:23 40:10 54:14 55:4 55:18,20 58:13 70:8 74:2 83:21 eliminating 70:15 emailing 75:23 emanuel 25:16 37:22 39:19 46:5 60:18 76:19 89:13 90:6 90:16 emanuels 77:17 emergency 69:19 emotional 41:17 employee 46:23 employees 12:6 16:15 employer 62:23 employment 42:2 empty 38:24 39:18 enact 9:13 encounter 82:21 encourage 39:13 41:23 encumbered 69:16 ended 40:17 endowment 38:2 ends 79:17 energy 43:10 81:5 engagement 24:2 engaging 4:16 23:23 engineer 27:1 engineers 26:19 englewood 86:9 english 60:7 enormous 6:21 enrollment 21:23 22:17 59:5	enrollments 69:6,7 ensure 4:20 entire 5:10 6:12 47:15 48:4 entity 12:13 entrance 3:4 enumerated 51:16 environment 30:11 equally 36:18 equipment 33:11 erased 62:13 esl 69:11 72:1,2,3 essential 41:19 estvan 50:11,12,12 52:10 et 86:22 evaluate 24:6 evaluating 24:8 evening 2:1 41:18 70:5 eventually 29:20 31:16 everybody 6:17 17:12 25:20,21,23 26:23 28:22 everybodys 47:14 evidence 41:18 evil 67:14 exactly 19:23 example 58:6 excellent 40:9 exists 36:21 expand 66:23 expanding 23:9 25:10 71:1 expect 54:1 expectations 67:4 expense 6:22 13:16 18:20 58:5 78:13 expenses 16:6,10,19 18:17 19:21 20:15 21:15 31:1,2 77:12 expensive 73:15 experience 73:18 79:9 experienced 73:13 experiment	53:14,16 expired 32:15 35:3,10 37:14 82:9 explain 8:2 9:4 extra 38:1	F face 6:23 89:17 faced 5:8 6:3,5,17 8:8 faces 85:20,23 89:7 89:8 facilities 7:11 30:2 facing 9:1 84:14 fact 9:2 13:13,15 44:8 73:13 80:16 facts 13:15 26:1 failed 44:12 failing 60:2 fails 29:20 failure 9:13 fair 23:19,21 75:12 fall 12:8 72:11 fallen 18:4 falling 13:3 28:20 false 38:6 70:22 families 30:9 43:15 69:10,12 fan 56:6 far 50:2 56:22 farce 42:7 farmer 62:3,7,7 64:3 fatigato 1:23 92:5,15 fault 71:3 federal 17:2,3 21:9 55:13,15 63:14 feed 34:8 feedback 22:10 feel 27:14 38:23 39:16 47:19 56:9 feeling 26:17 56:17 feels 82:18 fees 38:16 fellow 65:13	felt 30:16,18 47:11 fenger 58:24 fewer 27:15,20 30:2 30:2 43:20 field 74:11 fight 35:7 46:15 85:1,1,2 fighting 35:8 84:17 figure 13:8 15:13 49:15 fill 3:23 69:16 74:8,21 finally 8:23 24:14 finances 58:3 financial 6:18 30:23 45:9 58:17 78:10 80:22 find 9:3 32:8 34:20 44:7 45:15 90:18 finding 31:6 fine 49:6 60:8 fire 46:16 fireman 46:15 firm 48:5,5 first 6:16 17:16 32:16 34:11 38:11 40:18 64:22 68:16 72:22 76:6 78:18 88:9 92:5 firstly 44:19 fiscal 1:3 6:18,20,24 12:21 17:1,4 18:6,6,15,18 30:5 37:3,8 five 42:10 47:2 58:7,9,10,21 59:3,12 62:4 fix 83:4 fixed 29:9,10 fixing 28:16 29:4 flack 56:8,10 flat 69:7 floor 63:8 75:1 focus 6:2 folks 13:6 63:19 68:17 follow 3:22 following	71:19 follows 20:5 followup 3:19,23 food 26:19 27:2 forced 13:23 foregoing 92:9 foreign 60:9 forfeited 63:22 former 90:17 formula 59:11 formulas 42:19 69:1 forward 2:21 18:14 32:6 66:12 found 41:7 42:16 78:14 four 6:8 39:23 41:13 47:21 47:22,24 54:18 58:11 59:1 60:7 62:4,19 65:1 79:15 free 7:9 20:5 26:23 friend 64:23 89:16 friendly 37:16,18 friends 85:15 87:24 89:15 frustrating 70:13 fucking 46:17 fulfilled 90:10 full 40:12 83:15 fullday 21:24 22:11 23:5 25:3 fulltime 60:12 fully 12:5,7 fund 12:2,4,12,13 13:1,2,3,14 15:12 19:17 20:1,8 28:8 28:10 50:19 51:3,5,21 funded 12:5,7 36:22 36:23,23 37:13,23 74:10,10,11 74:11 funding 8:16 9:5 14:5 14:9,11,22 14:23 15:2 15:20 21:2 28:13 38:14 49:21 53:5 75:12 funds
---	--	---	--	---	---	---

14:3 28:11 37:16, 17 38:16 49:20 57:16 74:20 80:4 funny 43:8 further 13:3 future 9:10 13:21 35:6 57:9,11 57:13 61:24 67:7,21 68:3 82:5 fy 2:2 4:9 91:6	20:4 43:9 giving 16:2 21:10 41:18 44:9 58:18 73:5 73:19 84:5 glad 29:4 44:22 go 2:13 4:8 5:21 8:16 9:5 11:2 13:12 19:17 29:7 29:13 30:19 31:18 32:20 49:16 56:18 57:2,3 59:6 60:14 61:4 76:20 78:15 78:16 79:5 80:20, 21 85:5,8,12 90:8 goal 5:7,15 goes 20:7 28:23 46:24 58:2 70:8 going 4:17 6:4 10:11 10:16,20 11:10 12:24 13:1,10,18 13:21 15:22 16:2,10 18:2 20:24 21:1 23:7,18 24:6 24:7 25:13 28:6 29:9,15 31:12,13,13 32:11,24 33:22 34:9 35:15 39:8 45:1,3 47:9 47:23 48:1,2 48:11,13,13 52:2,21 53:10,11,18 55:2 56:18 56:19 57:2 60:14 61:4 67:20 70:3 70:17,18 73:14 76:14 77:19 79:7 79:18 82:6,7 83:2,5 87:10 87:11,11,21 87:24 89:8 good 2:1 7:3,4 12:6 16:14 42:17 48:14 60:19 70:4 86:3 87:20 91:7 gotten 23:24 government 17:2 21:10 governor 20:20,21 21:1 21:6 76:23 grade 65:1 graduate 43:2 71:22 graduated 57:6,8 granted 69:17	grass 76:12 77:19 great 7:4 14:19 24:7 27:12 68:21 86:10 greco 80:9,12,12 greg 2:9 68:11,14 82:14 group 9:22 42:6 groups 39:14 growing 12:21 72:2 83:1 guard 55:5 guards 47:24 guys 52:10 67:8,10 67:11,12,24 68:1,2,3 71:3 81:4,9 83:8,22 85:19	grass 9:20 14:2 15:18 17:7 20:18 68:11 68:13,14 69:23 82:14 harry 1:8 hate 43:8 hated 17:24 hates 43:4 havent 14:7 22:20 81:11 head 27:10 31:14 43:3 77:23 headquarters 27:18 health 41:17,22 47:6 47:19,19 48:3 hear 4:19 10:12 26:13 31:24 51:11 62:24 64:7 heard 4:18 9:18,23 39:15 81:10 81:11 hearing 1:2 2:3,13,15 4:1 32:7 44:20 63:13 92:9,12 hearings 56:20,23 63:4 63:5,7,18 87:8 91:6 heart 85:8 hearts 85:24 heating 72:10 heiserman 86:5,6,7,14 held 1:4 13:4 61:17 hello 32:18 66:19 78:21 82:12 help 3:22 5:15 8:24 8:24 17:8 23:10 24:6 49:20 50:6 55:11 65:4,8 helped 64:21 helpful 28:18 herculean 36:15 heres 10:11 32:7 hes 46:24 47:1 55:6 78:4 82:7,20 hi 35:21 44:18 48:24 65:23 80:12 84:12 86:6 high 20:4 38:21	40:6 48:8 58:15,19,22 58:23,24 59:2,3,3,22 64:14,15 65:24 66:20 67:4 70:7,14 78:22 83:24 84:13 higher 13:16 16:15 18:17 19:22 highlevel 6:2,14,15 hired 72:6 84:16 history 53:19 77:23 hold 47:5 74:19 holding 48:12 74:16 holiday 51:19 home 5:22 90:8 homeless 25:17 honor 46:24 honors 47:2 84:20 hoo 82:12 hope 8:13,14 86:18 hoping 52:2 horrible 56:17 hoses 89:7 hotel 45:22 hour 55:8 house 64:6 household 8:6,18 huge 30:15 59:10 humboldt 41:13 83:14 humorous 43:6 hundred 8:10 16:12 19:12 66:3 77:9 79:14 hundreds 18:3,6,12 42:15 hurt 85:24 husband 25:12 hyatt 45:22	ii 38:5,19 ill 6:19,22 7:5,9 8:1 9:4,17 10:13,23 11:13 32:14 48:7 58:8 61:14 69:3 69:14 77:3 illinois 1:10 2:8 14:3 14:22 15:2,6 92:1 illogical 80:18 im 6:4 9:7 10:11 10:20 11:5 15:18 18:2 32:11,19,20 35:6,22 41:10 42:13 51:19 45:16 46:23 47:4,6 48:18 48:24 50:13 52:5,17,21 54:13 56:8 62:8 64:13 66:20,24 68:14 69:3 70:5 71:21 71:22,23,24 72:4 74:1,2 76:15 78:21 79:5 80:13 82:13 83:5 84:13,19,20 84:21 85:10 85:13 86:7 88:7,8,23 89:1,1 90:17 90:22 imagine 29:22 38:22 immune 42:21 impact 5:20 imploing 45:15,17 important 27:9 88:24 89:3 impossible 36:11,12 improve 22:14 23:8 41:21,22 improvement 41:20 inability 26:6 include 33:5 60:21 included 75:15 including 65:16 73:20 income 80:21 increase 6:22 9:1 11:24 13:24 15:5 18:20 51:23 52:3 60:22 70:18 77:7 increases 13:23 19:15 25:3
G		H		I	
gain 49:19 gained 50:22 gainers 58:8,9 gainful 42:2 gaining 58:11,12,14,16 gains 80:20 gambler 52:1 game 71:7 76:20 gang 57:3 gap 7:24 8:3 15:17 21:14 31:7 69:17 80:17 gaps 74:9,21 gashes 89:8 general 36:9 51:22 geniuses 51:4 gentlemen 69:24 george 91:3 georgia 52:20 getting 31:9 40:12 48:5 56:16 70:23 71:5 83:2,10 87:13 88:23 89:7 90:7 ghost 82:2 gina 73:23 74:1 girl 47:6 85:16,17 give 5:7 6:14 17:20 20:17 32:2,5 32:14 52:23 68:1 77:10 79:11 82:16 84:7 86:11 90:15 given 2:23 3:6 24:21 49:22 50:23 92:12 gives		hagit 52:15 88:3 half 17:5 57:16 79:16 hallways 29:10 hand 2:20 15:14,16 39:1 49:2 52:8 73:20 76:10 87:5 handed 87:17 handle 51:17 handling 63:11 handpicked 39:19 hands 31:3 81:2 hang 16:4 happen 10:21 61:12 70:17 76:15 77:19 82:6 87:11,16 happened 17:12 72:23 happening 5:18 42:9 81:24 88:24 happens 14:6 47:13 72:23 85:18 87:12 happy 28:22,22 37:6 58:1,5 82:13 hard 5:16 19:21 36:6,8,16,18 36:18,20 89:19 harm 35:5 90:3 harris 2:9 8:24 9:8		ib 22:18,19 25:3 id 2:5,7 4:7 77:5 idea 37:22 77:13 81:2 87:20 87:21 ideas 32:2	

independent 14:21 63:13	issue 3:18 47:20 48:17 50:17 52:12	46:16	40:9 44:19 46:24 47:20	71:21	11:24 16:1,7,9 16:18 79:13 87:17
indicate 49:10	issues 20:9 47:23 48:1 72:24	kids 7:2,5 22:3 23:8,19 24:12 31:19 34:8 37:24 45:3 53:15 53:15 54:6 62:12,19 64:21 69:12 72:4,7 73:17 73:19 83:9 85:4,9	language 2:18,21 60:9	lighting 54:23 55:1 72:21	lose 18:12 48:14 53:11,12,12 79:8,15
influence 42:8	ive 26:15 40:19 41:8 47:7 74:6,7 88:15 88:16	kill 90:11	large 14:12,15 60:17	lights 54:24	losers 58:8,21
information 3:24 5:24 32:8	<hr/> J <hr/>	king 10:5 43:6 51:15 52:3 86:15 87:17	latest 63:5	limit 3:11 79:21	losing 12:15 50:2,3,4 50:5 58:22 58:23 59:1,2 59:4 79:13 87:4
informative 10:7	janet 37:20	kind 21:24 22:11 23:5 25:4	latin 63:20	limited 3:9 67:9	loss 33:4 59:6
informed 65:9	janitorial 33:7	kindergarten 21:24 22:11 23:5 25:4	laughed 43:5	lincoln 84:13,19 85:12	lost 12:9 27:15 38:10,12,20 41:13 51:3 60:7,10,10 60:13 64:17 64:18 65:2 66:6 71:24 72:1 73:15 84:15
input 5:5	jerry 57:20,22	kinds 21:22	lavish 34:9	line 56:4 62:18 68:12	lot 5:9 14:13,16 16:16 17:9 17:21 22:19 23:10 27:14 31:6,11 39:17 50:14 60:24 67:18 69:2,8,9,10 69:11 81:4 85:3 87:9 89:14,21
insanity 53:23	job 36:21 44:5,6,6 44:11 68:4,4 68:5 83:6	king 89:4	law 12:1 17:19 36:15	link 58:19	lots 60:15
inside 55:20	jobs 7:15 17:8 27:15 67:20	knew 13:20 41:4 51:5 76:14 79:7	lawnwood 58:12	linker 39:24 40:1,1,3 41:3 42:1,5	lottery 71:6,8
insights 44:21	johnson 57:24	knock 77:20	laws 80:22	list 73:19 75:15	louis 58:15
instinctively 42:17	join 75:16	knocked 77:1	lawsuits 20:9	listed 3:16	love 27:12 49:16 86:9
instruments 47:3	jones 40:8	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	lead 42:1	listen 10:2,14,22 44:9 55:15 68:17	loved 43:18
insufficient 49:23	judge 63:7,10,11,17	knock 77:20	leader 70:9	literacy 38:14	low 49:21 51:10
insulted 47:11	judges 63:14	knocked 77:1	leaders 88:12	little 6:4 8:2 21:19 33:10,11 79:11	lower 31:1,2 51:9
intelligent 43:1	june 13:5 75:8	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learn 77:20	live 68:15	lowest 14:10,12
intentions 42:22	junior 64:14 66:20	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	living 50:14	ls 76:7
interact 42:15	justice 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	load 60:12	lsc 32:19 52:18 54:13 68:19 74:2 75:12 80:13
interactive 33:9	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	lscs 75:13
interested 58:4	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loan 72:16	lucky 9:4 40:7,8 79:6
interesting 58:16 86:14 87:18,21,22	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	lobbied 76:15	ludicrous 40:24
international 58:12	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	lump 49:22,23
interpreter 2:18 70:4	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	lunch 20:6 33:12
interrupted 35:15	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	lunchroom 48:2
intervened 12:22	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	lunchrooms 83:22
intervening 23:16	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	luther
intolerable 13:20	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
introduce 2:5 4:8	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
invest 7:1,5 12:12 14:20 21:21 35:12 46:11	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
invested 30:12	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
investing 22:13,16 23:14 23:20 24:9 48:6,7	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
investment 12:6,14 16:15 26:5 30:18	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
investments 7:6 12:11 21:18 25:1 29:14	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
involved 89:2	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
ironic 43:6	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
irrelevant 44:10	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
isnt 13:13 19:21 23:19	just 59:24 61:10 76:11	know 7:7 13:7 17:13 17:15 18:3,9 19:9 22:8,10 24:4 25:13 27:2,13 28:21 29:5 30:8 34:7 36:12 38:20 39:14 43:5 43:17,19 44:11,21 46:5,12,15 48:16 53:2 53:23 56:22 60:15,18 69:15 75:15 77:18 78:8 81:5,12,15 82:23 83:1 85:3,12,14 85:17,24 86:1,1 87:1 87:4 88:23	learned 76:21	loads 80:23	
	kid	lane	lifelong	looks	

89:4	66:15	milliondollar 84:14	54:11, 12, 12 56:1 78:22	53:9 60:1 69:12 81:22	58:24 59:1, 3 59:10 60:22 60:22 68:18 73:17 86:1, 2 89:20
M	meant 19:8	millions 18:4, 7, 13 26:20 45:18 70:24	mother 36:2	negative 19:20	numbers 49:17 50:15 79:17 86:22 86:23
m	meegan 37:20, 20	milwaukee 14:17	motivated 66:10	neglected 55:14	o 92:3, 3
1:10 2:16, 16 3:3, 3, 8 4:2	meeting 3:1 5:1 10:5, 8 10:8 25:21 40:20 44:23 53:2 65:5 75:16, 18, 19 75:20 77:4	mind 42:24 44:24, 24	move 18:8, 11 50:22 56:15	neighborhood 23:22 26:3 44:1 46:11 49:12, 20 50:6 63:2, 22 68:22 70:9 71:4, 9 78:18 83:13 85:12 87:3	oath 92:6
maam 26:10	meetings 35:24 56:20	mine 43:1 65:16	moved 17:17 18:6, 7 57:10	neighborhoods 41:12 45:2 62:12 70:20	obama 89:14
mad 12:15	melanie 1:14 2:3 4:11 5:10	minimize 8:12 11:15, 20	moving 16:11 27:18	neighbors 25:6	obvious 80:24
magic 30:24 36:5 80:15 83:3	member 3:17 4:22 59:23 62:8	minimum 14:10	multiple 3:15 86:2	nervous 84:21	occur 75:3 76:18
magical 36:1	members 3:21 4:14 10:22 36:1 56:21 68:19 75:13 77:2 77:16	minute 37:4	murder 57:2	net 49:14	occurred 49:3
magnet 21:22 22:17 23:1 41:14	men 64:19	minutes 3:12 32:13 38:1 64:4 76:24 82:17	murdered 25:11	never 9:2 19:13 28:22 47:7 66:4 72:17 76:16, 19 81:10 88:10 89:2	oclock 1:10 4:2
magnolia 68:15	mental 41:22 48:3	miranda 90:14, 20, 21, 22	music 38:8, 15 39:2, 5 41:19 47:1, 2 47:4 50:4 83:17 84:19 84:22	night 91:7	october 18:5
maintain 72:9	mentioned 87:14	mission 22:3	name 2:3 32:12, 18 35:21 37:20 40:1, 4 42:12 44:18 46:22 48:24 50:12 52:19, 20 54:12 57:22 59:21 62:7 64:13 65:23 66:19 68:13 70:2, 5 71:20 77:18 80:12 82:6 85:24 86:6 90:21	new 14:17 15:10 28:14, 14 29:11, 21, 22 30:11 33:16 33:19 34:9 40:16 41:12 54:24, 24 58:15 72:7 72:20 76:10 83:22 85:6 85:11	officer 2:7 65:15
major 15:10 64:17 69:6 84:19	mentals 87:18	mistake 62:20	names 77:18	nine 38:21 46:20 48:23 70:12 74:6 79:12	officials 46:14
making 7:6 24:11	mentor 64:19	mistakes 35:5	narrative 50:15, 16	noble 58:10	officials 35:24
man 89:17	merced 70:5	misuse 67:15	natalie 66:17, 19	nonbid 34:23	okay 10:23 40:15 45:7 53:6 54:2 76:22 87:16 88:7 90:8
manage 7:11	message 9:9 43:12, 15 59:24, 24	misusing 67:16	national 38:2	nontenured 79:9	old 28:17 62:23
management 12:11	metoyer 66:18, 19, 20	model 10:19	necessarily 50:16	north 22:18 44:19 59:23 61:10 62:18 76:7 76:11	once 33:6
managerial 34:17	metra 62:18	molina 64:12, 13	necessary 35:17 37:15 39:18	note 3:7	ones 7:4, 4 15:11 23:11 24:7 83:10 84:7
managers 59:18	microphone 10:14, 22 32:13	mom 70:5	need 2:19 8:24, 24 9:5, 5 24:5 26:2 27:21 27:23 29:21 29:21, 22 31:1, 1 36:19 37:8, 12 39:9 39:16 45:11 52:11, 11 56:15 65:17 69:17 70:2 71:13 75:3, 4 76:1 79:18 82:18 84:6, 8 85:13, 13 87:14 88:6 88:12	noticed 34:15	onetime 8:1 18:13 20:13 31:8 38:16
mandated 41:9	middle 19:3, 3	momentum 82:6	needed 24:18 30:18 51:6 84:7 88:21	notice 53:1 58:9	operating 19:13 28:1 77:12 78:13
manierre 91:3	mike 88:6	monday 79:1	needs 45:15 52:13	noted 34:15	
manufactured 76:13 86:15, 19	mikes 88:7	money 5:14 7:9, 18 8:1, 4 11:7 11:11 14:13 14:16 15:23 16:3, 4 17:4 19:7, 16 20:3 20:13 21:16 21:20, 21 24:1, 21 26:23 27:23 28:7, 9, 23 29:15, 23 30:5 31:8 32:4, 23 33:5 34:6, 20 45:15 46:10 51:3, 6 52:8 58:1 59:14 61:7, 7, 8, 12 65:6, 7, 11 66:21, 22 67:8, 14, 16 69:18 71:9 72:13 73:2, 5 74:8 86:2 87:4 89:17 89:21 90:7 90:16, 18 91:3		noting 34:15	
march 61:15	million 8:1, 10 12:21 13:4, 5, 12, 12 13:16, 22, 24 15:4 16:12 19:1, 2, 6, 12 19:14, 19, 20 19:22 20:11 20:13, 15, 22 21:3, 6 23:20 28:7, 9, 12, 12 28:13 29:17 30:7 31:7 39:2 41:11 45:23, 24 49:15, 17 50:23 54:20 54:22, 23 57:18 58:11 58:13, 14, 16 58:20, 22, 23 59:1, 2, 4 62:22 63:2 64:16 66:6 70:12, 15 77:7, 8, 9 78:12, 13, 14 84:4	morgan		noting 34:15	
margaret 56:5				noting 34:15	
margarita 90:13, 19, 21				noting 34:15	
martin 89:4				noting 34:15	
marty 76:3				noting 34:15	
maryland 14:19				noting 34:15	
masters 47:5				noting 34:15	
math 38:8 60:7, 21 61:4 86:22				noting 34:15	
matt 62:3, 7				noting 34:15	
matter 1:8 60:19 73:13				noting 34:15	
mayor 33:24 40:11 50:18 51:13 52:13 60:1 75:19, 20, 20 75:23 77:22 81:24 87:15				noting 34:15	
mayors 43:22				noting 34:15	
mean 14:2 30:14 49:15 50:1 67:6 78:3				noting 34:15	
means 29:5, 5 37:15 41:5 60:5				noting 34:15	

80:4	65:6,24	25:17,19,22	police	66:24	property
operations	66:20 67:3	27:11,14,15	65:15	previous	11:18,19 17:13
27:4,6	67:18 70:9	27:20 29:3,8	policy	5:14 21:2	17:15,17
opinions	70:11 78:22	35:11,18	50:13	previously	21:11,13
68:20	80:13 83:14	42:20 43:12	political	87:7	46:10 51:8
opportunities	84:13,19	45:9 49:5,6	77:17 86:21,23	principal	51:10,12,13
22:23 40:14	85:12	51:11 53:5,5	poor	34:24 59:12	52:4,7 80:18
opportunity	parks	56:12 58:3	89:19	79:1	proposal
2:24 3:13	34:13	59:14 62:14	poorly	principals	51:19,20
25:22,23	parody	72:6,9 76:12	23:17 34:16	24:5,15,21	proposals
31:23	69:9	77:17 78:17	population	39:5 49:22	32:2
option	part	81:1 82:15	72:2	59:13	proposed
37:9	21:18 37:1	83:6 86:11	portage	priorities	19:23 20:20,21
organization	63:6 75:22	88:2,10,11	32:19,20 33:3	5:19 22:7 32:3	21:7 68:23
3:16,17 16:20	76:1,1 84:20	89:1,6,16,19	portion	34:11 49:10	protect
organizational	partially	89:19,20,23	30:16 52:22	68:18 86:20	49:24
34:17	49:1	percent	position	86:24 87:1	protest
organized	participate	29:18 36:4	5:12,12 38:11	prioritize	57:24
88:1	42:7	51:20 60:6	53:7,8 72:3	29:13	proud
os4	particular	60:23	79:2,6	priority	24:11
23:14	47:13	percentage	positions	27:9 34:11	prouder
osha	particularly	14:11	27:7 38:22	49:12 60:2	88:10
79:21	47:20 58:3	permitted	39:2,7 40:17	pritzker	provide
ought	partitions	61:23	50:3,4,5	45:23 63:21	45:4
8:5,6 32:4	55:19	person	70:16 71:24	private	provided
outcome	passage	47:18 55:7	72:2 73:15	2:4 45:17 73:6	38:11
54:1	25:4,5,10 26:4	57:6 62:17	74:10	84:5	providing
outcomes	54:22 57:1	personal	positive	probably	33:7
22:14 23:8	62:14 85:14	53:12	30:10	14:14 20:19	provision
50:7	passed	personally	possibilities	25:4 37:1	49:24
outside	20:19 61:11,15	39:16	84:22	51:3 82:7	prsp
64:6	passion	personnel	possible	problem	38:20
outsider	83:19	59:9,16	72:5	12:18 13:10	psychology
34:15	pat	phalen	possibly	16:17,20	66:12
outsidethebox	76:24	44:17,18,18	44:3	40:22 41:5	public
87:22	pay	45:22	poverty	48:20 60:21	1:1,2 2:2,6
overall	17:15,24 19:8	phillips	20:4	80:24 81:3	4:1,4 35:24
9:5 30:16	19:11 34:12	59:1	power	problems	36:20 37:11
overcrowded	48:12 51:12	phonetic	90:23 91:1	16:21 72:17	43:4,4,13
28:19	54:7 55:7	70:8	powerpoint	procedures	45:2 46:3,5
overcrowding	paying	phys	2:14 4:9 5:17	81:21	46:17,18
29:11	33:17,20,21	39:2	practically	proceedings	47:3,6,10,18
overtime	55:8,22	physical	5:12	1:7 2:13 91:10	47:19 48:18
79:18	payment	50:3 78:3	praised	92:8,11	48:21 50:20
overwhelming	13:11	pick	82:20	proceeds	57:7,12,17
9:2	payments	38:7 39:8	prayer	12:12	61:18,19
	51:21	pile	9:10	process	66:15,16
	pays	14:2	precincts	4:16,24 28:21	68:6 70:6
	15:7 17:13	pittance	77:21	29:7,13	71:22 73:3,5
p	pe	57:19	preckwinkle	30:21 54:17	73:12 80:8
1:10 2:16,16	33:10 41:19	place	17:21	83:10	83:14 87:2
3:3,3,8 4:2	penalty	21:14,15 33:2	prek	professional	89:5 91:4
paid	17:17	56:18	23:9	24:9	92:9,12
55:21 72:18	penny	placeholders	prepared	professionally	publicly
74:9	45:23	82:5	82:21	41:16	69:14
pain	pension	plan	preschool	program	pull
8:13 11:15,20	6:22 8:15 9:1	72:19,24 76:20	74:5	23:9 38:15	18:14
11:22 26:24	9:6,14 11:23	89:18,18,21	present	47:2,4 83:17	pupil
85:4	12:2,4,12,13	playing	1:12 10:2,16	84:20,22	14:7,18,24
painted	13:1,2,3,14	15:16 16:3	22:9	programs	15:1 33:17
29:11	13:19 15:6	plays	presentation	2:4 16:16	49:21
paper	15:12,21	47:2	1:3 2:14 4:9	21:22 22:17	purchasing
73:20,21,21	18:19,20	plead	5:7,17 10:13	22:19 23:3	34:9
parent	31:3 36:24	32:21	10:15,23	38:18 49:24	pure
6:8 24:2 37:21	40:22 41:4,5	pleading	40:21 41:7	74:22	18:10
38:15 39:13	42:19 48:10	89:1	presenter	progressive	purple
42:14 46:23	50:16,17,19	please	1:13	81:20	11:24 12:20
49:4 71:21	51:3,5,15,19	2:10,20 3:3,7	preserve	project	purpose
86:8 90:24	51:21 72:16	3:21 35:4	61:24	59:17	67:16
parents	72:17,18	41:24 42:8	president	projects	push
36:16 37:22	74:23 77:1	44:13 48:22	4:13 17:20	82:2,2,4	67:2
38:22 39:9	81:3	52:9 55:24	90:17	promise	pushing
44:6 45:13	pensions	61:13,21	press	26:11	66:10
68:19 70:10	15:22	75:15 77:13	49:14 64:6	promised	put
74:7,13	people	78:15,15,15	pressure	39:4 40:16	5:8 6:12 21:1
82:22	5:18 7:16,16	82:10 90:4	13:19 15:19	promises	24:23 45:3
park	8:3 9:17	pleased	81:22	38:24 39:19	50:19 57:18
32:19,20 33:3	10:3,17	7:7	pretty	promptly	61:8 78:18
41:13 59:3	14:14 22:6	point	5:16 16:7	2:15,16	81:18,22
59:11 61:19	22:12 23:24	4:7 6:16 34:14	42:20 60:5	properly	83:22
62:15 64:14	24:1,11	49:16 62:16	60:12,15	36:22,23 37:12	putting
64:20,24					

6:5 9:19 52:11 54:4 69:18	reasonable 18:10 reasonably 56:11 rebuilt 83:23 receive 33:18 53:11 65:10 received 28:13 45:18 54:24 77:6 78:11 receiving 43:13 70:24 recess 33:11, 12 38:9 reclamation 34:13 recognize 6:8 reconsider 50:8 reconstruct 55:17 record 85:21, 22 recover 65:13 recruit 24:7 red 16:6 19:4 90:2 reduce 18:24 31:14 41:21 51:22 reduced 20:6 26:18, 18 26:19 reduction 21:3 reelected 67:13 reelection 90:7 referendum 61:11, 16 reflect 11:14 reflection 53:4 reform 8:15 9:6, 14 13:19 31:3 36:24, 24 42:19 74:24 81:3 regarding 3:18 4:9 33:23 34:18, 24 registration 3:5 regular 12:5 reinvesting 11:8 rejected 75:8 related 3:10 72:15 relay 52:23 release 37:9 75:17 relief 37:8 51:15 52:3 relying 31:20 remember 16:23 53:19	remind 36:1 77:3 reminded 56:7 removed 55:20, 23 renovate 19:9 renter 17:13 rep 68:14 repeat 53:20 repeating 53:20 replaced 63:20 replacing 71:5 report 1:7 58:7 reported 1:23 92:8 reporter 4:20 92:6 reports 50:23 63:12 represent 68:18 representative 2:9 8:23 9:8 9:19 14:2 15:18 17:7 20:18 68:11 68:13 69:23 82:14 representat... 37:11 representing 70:10 reprioritized 41:6 republican 76:23 request 75:18, 19, 20 76:1 required 12:1, 20 63:4, 5 rescue 17:2 research 41:8 resembling 18:10 reserve 19:7, 12 20:9 20:10 reserves 7:24 8:7, 11 11:16 31:9 51:6 resident 42:14 86:7 resides 31:4 resolving 72:24 resources 30:2 45:12 70:23 71:5 74:8 respect 62:11 64:11 response 65:7 responses 26:14 responsibility 81:8	rest 9:20 17:6 41:18 restore 53:5 77:11 restructured 11:17 results 42:23 56:19 retired 63:14 retirees 51:23 retirement 15:8 return 61:17 75:4, 21 91:2 returning 77:11 returns 12:7 revenue 16:10, 13 19:16 19:18 20:17 21:9, 10, 13 31:1, 5, 7 44:7 50:23 76:16 revenues 16:6, 19 18:18 19:22 20:15 61:24 revised 5:5 richer 40:13 rid 48:5 77:21, 22 87:15 89:18 right 2:22 7:1 11:12 13:4, 5 15:9 16:1, 11, 12 16:19 17:6 18:1 19:4 22:2 23:7 24:22 30:1, 3 30:17 39:11 40:3, 15 43:5 43:22 44:7 44:11 46:13 46:15 53:15 55:4, 6, 6 56:4 63:22 75:1 81:16 81:17 87:6 87:12 88:1 rights 66:24 90:12 rip 83:24 rise 49:5 risks 52:13 ritter 76:4, 6, 10 77:16 78:3, 8 87:14 roads 15:24 robbed 85:16 robbery 39:10 rod 50:10, 12 52:7 rode 17:2 rodriguez	1:14 2:1, 4 32:11 35:3 35:10, 16, 19 37:14, 19 39:23 40:2 41:24 42:10 44:13, 16 46:19 48:22 50:10 52:9 52:15, 19 54:10 55:24 56:3 57:20 59:19 61:13 61:21 62:2 64:10 65:21 66:17 68:10 70:1 71:17 73:23 76:3 78:19 80:9 82:9 84:11 86:4 88:3 90:4, 13, 19 91:5 rogers 62:8, 15 80:13 rolling 52:1 rollover 38:16 roof 29:4, 9, 20 room 22:6 27:19 87:13 88:11 roosevelt 70:7, 14 root 67:14 roots 76:12 77:19 rosemary 82:11, 13 rosy 16:2 rough 44:21 roughly 78:14 round 63:5 86:11 routes 26:20 row 14:8 rule 80:19 ruled 63:12 rules 81:18 82:1 run 8:18 31:10 34:16 63:22 73:6 77:6 running 8:19 72:10 76:22 runs 87:23	48:3 salaries 16:16 salary 73:16 sanitizer 73:21 sat 63:7 save 8:4 17:8 26:20 29:15 32:22 saved 18:14 saves 21:3 saving 11:7 savings 27:4 saw 85:16 89:6 saying 18:2 22:12 23:18 45:9 54:16 71:10 says 14:23 46:5 59:11 92:6 scandals 58:17 scheduled 4:1 school 3:16, 17 5:11 5:11, 20 6:10 8:19 11:7 19:10 23:13 24:10, 22 28:23 30:9 32:20 33:13 33:16 35:22 36:3, 17 37:11, 23 38:10, 10, 17 38:21 39:20 40:10, 12, 13 40:13, 16 41:4, 9 42:20 44:1 47:13 47:14 49:4 50:1 53:17 54:14 55:2, 4 55:7, 14, 18 55:21 56:21 56:21 58:11 58:12, 14, 15 58:19, 19, 22 58:23, 24 59:2, 3, 4, 23 60:5 61:3, 3 62:8, 9 63:6 63:10, 17, 20 63:21 64:14 65:4, 12 66:1 66:5, 21 67:6 67:23 68:7 68:16 69:5 70:7, 14 71:14, 22 72:20, 20 74:9, 20 75:14 78:22 79:2, 12 80:3 82:24 83:21 83:21, 24 84:1, 3, 6, 14 84:14 85:2 85:10 87:3 88:16 90:22 90:24
Q				S	
qualify 20:5 quality 61:2 65:14 70:21 73:3 quaso 63:20 question 2:24 3:19, 20 11:3 34:24 57:15 81:11 questions 11:5 69:2 91:7 quick 5:8 quinn 76:24 quit 83:6 quite 40:3 quote 43:1 quoted 38:5					
R					
rahm 25:16 37:21 39:19 76:19 77:16 87:24 89:13 90:6 90:15 raise 2:20 39:1 49:1 51:13 76:10 81:2 87:5 raised 11:18 21:11, 12 38:15 ran 35:16 rate 51:8, 10, 14 52:7 57:2 rauner 76:22 ray 65:5 reach 69:5 read 33:23 58:8 70:2 reading 38:1, 9, 12 ready 37:4 reagan 90:17 real 76:12 realize 6:9 38:24 43:18 really 6:9 23:16 33:3 35:18 47:19 48:18 56:11 56:15 70:21 71:2 79:6 80:24 82:4 88:5 reason 22:1					

1:1 2:3,6	32:15 35:8	81:14	small	64:11,11	18:9 66:23
6:11 7:3,9	36:21 41:6	shot	60:5,15	65:21 66:17	78:16
7:16 8:10,13	42:21 57:2	25:11 85:17	smaller	68:10,12	stands
8:22 9:7	58:9 64:5,5	shout	13:22 27:19,20	70:1 71:17	66:14
11:9,16	64:6 82:15	26:11,12 76:7	smarz	71:18 73:23	starts
14:19 20:4,7	83:11 86:9	shouted	71:18,20,20	76:3,4 78:19	35:20,21,22
21:16,23	86:18	10:16	73:10	80:9,10	37:15
22:21,24	seeing	shouting	smell	82:11 86:4	start
23:1,16,20	34:22 50:7	10:4 11:1	89:23	88:3,4 90:13	16:2,18 54:16
24:17 25:9	69:6	show	soap	90:19	55:3 65:17
26:6,7,17	seen	5:13 6:19,22	73:21	speakers	81:6,6 82:1
27:9,17	47:7 49:19	7:5,9 11:13	socialled	3:9,11,15 9:23	started
28:14,14,16	59:6,9 74:7	11:23 48:19	57:1	11:2 32:1,9	9:12 12:8
28:19 29:24	88:16 89:5	showed	social	35:14 91:8	16:17,21
30:2,6,7,14	selective	15:5	38:8 41:16	speaking	17:10 18:19
30:14 34:13	21:23 22:17	shows	60:8	11:5 49:1	18:21,22
36:22 37:12	selectiveen...	4:15 16:5	society	52:17 86:17	75:11 90:6
40:6 41:12	40:6	sibling	35:13	86:18	starved
41:13 43:4,4	selfpower	85:2	soil	special	70:23
43:11,14	33:5	sick	66:23	53:9 56:14	state
44:2,3,7	sell	79:4	sold	69:12	2:8 12:1,6
45:6,11 46:3	19:10	side	37:22 41:3	specialized	14:19,23
46:3,5,11	sells	22:18 23:1	soloman	38:1,12	15:7,23 16:2
47:3,10 48:6	44:1	25:10 44:19	35:23	specifically	17:6,7,16
48:8,18,21	semester	44:22 46:1	solution	9:11 34:12	19:16,17
49:3,6,7,12	40:18	46:21 57:5,5	31:17 36:2	speculated	20:4 28:9,10
49:19,20	sending	59:23 61:10	37:2,7 61:5	43:2	48:17 63:14
50:1,2,3,5,6	75:24	76:7,11	74:24 75:3	spend	67:3 68:14
50:20 53:6	senior	sides	81:14 83:7	8:12,20 11:11	81:7,7 92:1
56:15,23	65:24 79:20	22:20,22 23:4	solutions	15:23 28:7	statement
57:4,7,17	sense	25:6	31:24 44:9	34:5 41:17	3:1
58:2,5 59:11	6:6 24:24 55:3	sign	80:16,17,23	61:1 81:4	states
59:15,18	55:10 75:11	2:18,21,23 3:3	81:9,14	spending	14:4,5,12,17
61:7,9,19	79:11 85:6	3:8 65:10	solve	5:13 20:21	14:20
62:11 63:2	seriously	signed	13:10,11	21:21 30:6	statistics
63:23 64:15	50:8 52:12	32:9	solved	32:4 43:10	67:3
65:16 66:2	servant	significant	15:22	spent	statute
66:15,16	46:17	49:18	son	16:14,14,16	90:17
68:22 69:6	service	signin	25:11 36:8	29:17	statutory
70:6,12,24	19:7 26:19	3:4	37:2 46:24	spoke	14:6,10
71:2,4,6,6,9	27:2 46:18	signing	57:6	34:18 88:11	stay
72:7,8,10,12	72:4	64:4	song	sponsored	48:9
72:14 73:1,3	services	simple	71:11	65:3	steal
73:7,10,12	23:15 45:6	19:20 20:14	sons	spot	39:11
74:23 75:5,9	session	60:21 61:4	32:20	9:20	stem
78:18 80:20	13:9 20:24	simply	soon	spreads	22:18,19 25:3
80:21 83:13	51:18	49:21	38:23	29:23	41:14
83:14,15,16	set	single	sorry	spring	stenographic
87:3 89:22	4:3 20:16	16:12 87:3	18:16 90:17	55:1 88:7	1:7
90:18 91:4	21:11,13	sinking	sort	springfield	step
science	22:7 49:9	39:5	82:5	8:16 9:9,20	80:10
38:8 60:7	51:6 86:20	sit	sorts	12:22,23	steps
79:10,12,15	86:24	8:10 32:22	74:12	13:6,18	27:3
79:16,22	severe	49:16 68:1,7	sound	15:20 20:16	stewart
80:5	36:3	85:19	39:17 60:4	31:4 48:20	54:24 72:19
screaming	sgsa	site	south	52:5 69:18	stimulus
25:8,15 26:9	20:3	2:19 3:22 32:7	22:20,22 23:1	76:17	17:3
28:5 29:2	sham	sits	23:3 25:6,9	square	stone
47:17 64:2,9	63:10,18 87:8	66:2	27:24 44:22	65:6	52:16 80:13
65:20 75:7	87:9	sitting	46:1 57:5	squeeze	88:4,5,15
76:9 77:15	shame	68:6	space	7:13,18 38:23	89:13 90:5
78:2,7 88:14	91:2	situation	27:19,23	ss	90:15
screwed	share	6:10,18 30:8	spanish	92:2	stop
56:12	4:4 66:4	30:24 32:1	2:19,21 71:10	st	10:24 53:22
seat	shared	53:2 76:18	speak	58:15	80:7
67:5,7	81:8	situations	2:23 3:2,8,13	stable	stores
second	sheet	28:19	3:18,21 9:17	56:15	46:2
90:15	3:4 87:17	six	25:23 26:11	stadium	story
seconds	shes	44:16 78:5	32:14 42:13	33:24 61:8	6:2,15,15
78:11 82:17,18	71:10 79:3	size	52:21 64:4	staff	74:12
secret	ship	70:18	speaker	3:21 24:10,18	straight
48:10	39:6	sizes	2:17 3:4,5,19	33:13 36:18	42:21 85:20,23
security	shoestrings	60:14,17 79:20	4:3 32:12,17	60:6,16,18	strategic
20:9 47:24	74:17	skills	35:19 37:19	73:14	23:15
55:5 85:13	short	34:18	39:23 42:10	stage	streamlining
see	53:1 57:11	skinner	44:16 46:19	85:9	31:13
5:19,20 6:11	shortchange	57:21,22,22	48:23 50:10	staggering	street
7:16 12:3,21	57:12	sleep	52:15 54:10	6:18	58:10 68:15
13:22 16:7	shorthand	64:7	56:3,5 57:20	stakeholders	streets
19:3 22:16	92:8,10	sleeping	57:23 59:19	42:6	25:18 64:5
27:12 30:4,5	shortterm	25:18	62:2 64:10	stand	stretch

strict 44:4	support 23:15 36:18 38:13 60:16 60:18 69:15	21:13 51:12 52:4 80:19	thank 2:11 4:10,11 4:15 42:9 44:20 46:21 50:9 61:21 69:23 91:4,6	42:19 65:7 67:22 69:17 74:12,22 80:7,14,18 85:23 87:8 87:13,23	74:7,14,21 75:2 78:8 82:9 88:21 91:10
strip 45:11	supporting 36:16	taxpayer 17:24 42:14 47:9 86:8	that's 5:16,24 6:21 7:17 9:10,13 10:15,18,18 10:20 11:12 12:22 13:17 13:18 16:19 18:15,19 19:6,8 21:12 21:16 23:7 24:12 27:7 28:1 29:18 29:24 30:7 30:18 31:3 35:18 40:3 40:23 43:7 44:10 45:6 49:13 53:6,7 55:3 56:9 67:15 69:16 72:4,12,16 72:22 74:24 76:20 77:8,8 78:13 79:16 83:7 86:10 89:21,22	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
strong 43:8	supposed 35:7 49:9 50:6 66:9 67:10 79:15	taxpayers 34:6,12	teachers 15:8 42:13 43:19 46:16 59:22 60:19 61:14 64:18 64:19 71:21 77:23 78:22 79:2,3,23 86:8	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
struggle 88:8 89:3	supposedly 81:17	teach 46:16 54:21 60:19 67:2 86:22	teacher 15:8 42:13 43:19 46:16 59:22 60:19 61:14 64:18 64:19 71:21 77:23 78:22 79:2,3,23 86:8	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
struggling 23:16	sure 15:18 64:22 66:24 67:11 68:2,3,5 71:24 72:4	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
student 36:3 37:18 38:16 39:12 43:1 46:24 70:18 73:4 84:13	surplus 33:23 37:9 61:9 65:11 65:18 69:16 75:5,18,21 76:2 81:15 82:8	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
studentbased 24:15 68:23	surpluses 80:19	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
students 25:2 26:6 32:23 33:16 33:18,19 36:4 37:7 38:23 41:23 43:11,21 44:11 45:14 47:22 48:4 48:15 56:14 57:3 60:11 60:23 61:2 65:13 66:21 66:22 67:1,4 67:17,24 70:6,10,20 70:23 79:14 79:24 80:6 82:22 83:10 86:9,16	swallow 13:23	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
studentbased 24:15 68:23	swap 61:7	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
students 25:2 26:6 32:23 33:16 33:18,19 36:4 37:7 38:23 41:23 43:11,21 44:11 45:14 47:22 48:4 48:15 56:14 57:3 60:11 60:23 61:2 65:13 66:21 66:22 67:1,4 67:17,24 70:6,10,20 70:23 79:14 79:24 80:6 82:22 83:10 86:9,16	sworn 92:5	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
studies 38:8 60:9	system 15:8 37:12 47:15 48:4 49:8,13 91:1	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
stuff 85:11	T	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suarez 65:5,9	table 3:5	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
subjects 38:4	take 8:11 13:15 34:10 41:10 46:10 52:13 54:7 65:15 67:23 77:10 89:8 90:23	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
substitute 33:7	taken 20:22 39:16 74:18 92:11	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suburban 52:6	takes 60:24 86:15	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
successful 44:4 71:22	talent 24:4	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suffer 33:4,10 35:13	talk 9:11 28:2 52:6 54:15 59:7 69:4 81:1 84:2,4 86:21	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suffering 56:24 57:1	talking 47:21,24 52:24 75:2 80:1,2 81:6,7 90:10 90:11	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suggested 41:10	tammy 35:20,21	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suggestion 9:16 44:3	tape 74:17	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suicide 47:23	targeted 84:17	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
sum 49:22,23	task 36:15 80:22	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
summary 5:8	tax 17:17 36:24 46:10 50:18 51:8,10,13 52:7 61:17 80:22	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
summer 16:24 66:3	taxes 11:18,19 17:13 17:15 21:11	teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
suntimes 58:7		teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:17 65:13 66:6,10 67:1 70:16 73:13 73:16 77:10 78:24 79:5,9 79:12,15,16 79:18 80:2 82:22 84:15 84:18	80:7,14,18 85:23 87:8 87:13,23	timekeeper 1:14 times 36:13 tired 87:9 today 2:10 24:13 33:22 55:7 85:16,17 88:21
supervision 33:11		teach 46:16 54:21 60:19 67:2 86:22	teachers 12:2,13 16:23 17:1 24:8,19 27:8 36:17 38:3,7 44:6 45:12 48:2,9 48:12,14 51:23 60:8,9 64:		

trips 74:11	unelected 43:24	71:10	26:12,13 49:15	37:6 39:13	you'll 7:7 11:5 31:9
trouble 23:11	unemploy 78:4 87:16	voices 39:15,17 64:7	wednesday 87:19	53:9 81:6	32:13,15
troubled 64:21	unemployed 78:4	volts 70:8	week 58:6 69:3	worker 27:2	young 42:20 43:12
troubles 40:22	unhired 84:16	vote 81:21,23	weeks 78:24	workers 26:19	64:19 88:11
truancy 23:12	unique 6:20 74:12	voted 20:19	welcome 2:2 31:23	working 18:23 81:12	younger 88:24
true 59:9 92:9	united 14:4	voters 82:23	welcoming 11:9 30:6,7	89:19	youre 9:19 11:10
truly 56:11	university 24:3	votes 82:7	wendell 59:1	works 36:8	12:15 17:13
truman 1:8	unnecessary 35:18	vulnerable 54:4	went 12:8 17:6,7	world 48:17	26:3 28:22
trumbull 54:13,17,23,24	uno 58:13,15,16	W	47:1,4 50:18	worry 25:5	29:4 44:22
55:4,11,18	83:12	wait 35:6 37:7	53:3,3 56:22	worst 14:3	45:3,12,12
55:20	unpaid 41:5	74:23	57:7 87:9	worth 63:2 89:9	48:12,13
trustees 51:2	unrealistic 51:24	waiting 17:23	west 1:9 22:20,22	wouldnt 17:14 68:4	51:15,21
truth 10:8 52:14	unrestricted 20:1	wake 89:23	23:1,4 25:6	write 12:16 13:14	52:1,2 53:19
try 7:2 8:12 11:15	uplift 59:22 60:3	walk 6:4 72:6	25:10 57:5	77:13	55:2,8 56:10
11:20 15:17	upstairs 77:17	wallin 52:17,20,20	weve 6:2,19 7:5	wrong 35:1	56:16 57:2
32:24 74:14	uptown 61:10 62:15	walmart 45:23	8:16 11:12	www 4:6	59:16 66:2
74:21	85:13	wand 83:3	11:15,16,17	X	71:23 72:7
trying 6:3,7,16 7:13	urge 5:21	want 4:14 5:18 6:11	11:18,19	Y	84:5,6 90:1
7:18 15:15	use 19:6 42:8	10:12,17,19	15:14 18:23	yeah 37:1	90:1,1,2,2
18:23 24:3	61:14,24	10:24 22:11	19:1 22:4	year 1:3 5:9 7:22	youth 42:15
35:2 50:9	65:8 67:16	27:7 30:9	23:24 24:21	7:23,24 8:5	youve 36:13 41:5
54:5 81:20	67:16 81:20	42:24 44:20	25:1 26:17	8:5,8,12,14	66:4 74:18
90:23	utilization 42:19	50:1 51:12	26:18,19,20	8:21 9:1,14	76:18 81:10
turn 10:13,21 11:6	V	51:13 52:21	27:4 30:12	11:8 13:16	Z
25:21 26:10	vacations 34:10	52:23 54:15	30:22 49:19	14:8 16:6,7	zaccor 59:20,21,21
32:9 48:8	value 12:10,16 41:6	54:16 57:23	50:2 53:17	16:10,12	61:14,23
71:8	43:18	58:2 59:7	54:2 59:13	17:15 18:6	62:4
turned 16:13 62:17	veda 82:11,12,13	65:14 68:1,2	60:6,9,10,13	20:2 21:2	zero 11:21 20:2
turning 72:21	vendors 34:19	68:3,4 76:6	74:16 76:17	24:16 28:12	66:4
tv 61:6	versus 38:8	83:7 86:21	84:15 86:24	29:15 31:8	0
two 32:13,20 35:17	verus 38:9	88:9,19	whats 4:17 5:18 23:7	33:3 37:3,23	000 14:18 31:19
35:19 38:20	vice 74:3 90:22	wanted 80:14	24:22 25:13	37:24 38:17	33:4 60:3
40:5 58:14	victoria 32:17,18	80:14	31:21 45:8	40:11 42:15	084004072 1:24 92:16
58:23 59:13	vidalis 84:11,12	wants 62:24	52:19 82:5	43:14,20	1
64:4 65:9	violating 55:12	warning 32:14	87:11 88:24	55:8 59:5	1 1:5 54:20
66:6 70:6	violence 41:22	waste 76:20	whichever 2:17 4:3	73:14 77:7	57:16 59:4
71:12 72:1	vito 80:9,12	wasting 27:23	white 90:1	78:12 79:7	64:15 66:6
78:24 82:17	voice 9:15,19,24	water 34:13 89:7	wilson 1:9	80:6	70:15
82:17,18	10:7 11:2,3	way 7:8,10,11,12	win 55:16	years 5:14 12:8 13:7	10 14:18 17:10
83:22 88:6	12:18 25:11	7:15 8:14,18	winnetka 54:14,14 62:19	17:16 23:17	28:12 29:18
type 10:8 88:12	25:16,24	9:3 10:18	63:19 82:19	28:17 29:16	33:20,21
typically 81:19	26:12 30:20	11:21 12:11	winnetkas 62:10	47:8 48:9,13	55:7
U	35:14,17	13:21 15:6	winter 66:4	50:24 57:10	100 63:1
uic 47:6	38:18 48:18	16:8 18:11	wipe 67:9	59:13 74:6	10second 32:14
ultimately 31:7	57:15	19:5,24 21:8	wishing 3:2	76:13 77:12	10th 38:5
understand 5:18 19:21	understandable 69:8	23:13 26:16	women 64:19	78:12 88:16	11 17:1,4,9,11
38:18 48:18	understanding 4:17 5:16	27:14 31:2	wont 9:17 38:17	yell 9:17	52:15
57:15	understands 6:17	39:6 46:6,7	51:11 77:18	yelling 25:8,15 26:9	1145 1:9
understandable 69:8	underutilized 27:17,18 29:24	46:21 51:17	woo 82:12	28:5 29:2	119 14:7
understanding 4:17 5:16	83:16,18,20	52:2 74:13	word 43:8	47:17 64:2,9	12 17:4,9,11,12
understands 6:17		76:5 78:4	words 42:22 63:16,17	65:20 75:7	18:6,16
underutilized 27:17,18 29:24		87:23	85:22	76:9 77:15	54:10
83:16,18,20		ways 22:13 32:22	work 5:22 7:11	78:2,7 88:14	120 28:8
		weak 7:4	27:15 36:6	yesterday 63:9,12	1200 16:23 17:1
		website 4:4 40:15	36:16,17,20	youd 10:5 13:14	125
		wed			

27:24	23rd	<u>5</u>	80s
12yearold	63:8	5	53:22
74:3,5	24	3:3 14:9 57:16	816
13	45:24 55:5	58:14 72:3	77:7
18:16 30:6	71:18 76:3	50	8500
56:3,5 58:20	79:23	14:4,12 19:6	14:16
14	24th	19:19 27:17	8600
4:9 6:18,20,24	4:24	46:3 60:23	14:24
9:11 18:16	25	500	87
18:18 56:3	36:4 60:23	27:15 40:16	55:8
57:20	76:4 78:19	45:23	<u>9</u>
15	250	51st	9
5:17 48:13	78:14	58:15	58:16
56:3 78:13	26	53	900
155	80:9	89:22	28:13
30:6	26th	54	92
16	55:19	19:14 39:2	39:2 50:2
59:19 62:2	27	50:4	977
162	80:10 82:11	55	19:1
39:1 49:17	28	84:4	
17	80:10	57	
64:10,11	28th	29:16,17 47:8	
18	87:19	5700	
54:22 65:21	29	15:1	
187	80:10 86:4	58	
28:7	<u>3</u>	39:2 50:3	
19	3	<u>6</u>	
33:19,20 66:17	58:11,13,20,24	6	
1995	59:2,2,4	1:10 2:16 3:3	
16:9 50:17	64:15 66:6	3:8 14:7	
72:16	74:5	54:20 58:11	
1996	30	70:11 76:4	
50:20	3:3,8 48:13	60	
1st	88:3	20:22 21:3,5	
17:18,18,19,20	300	600	
17:24 18:3	53:4	6:11 55:8 72:6	
<u>2</u>	30th	60s	
2	13:5	53:21	
3:12 24:16	31	613	
20	88:4	13:12,22	
23:20 46:2	31st	620	
60:6 62:22	20:23	77:7	
64:17 68:10	32	640	
80:6	81:16 88:4	19:20,22	
200	90:13,19	68	
13:4,4 79:14	329	49:15	
2000	12:21	69	
56:14	331	50:23	
2005	53:5	<u>7</u>	
16:8	35	7	
2006	17:16 70:18	54:22,22 55:5	
12:3 27:11	3500	58:13 74:3	
2007	78:4	76:4	
57:8	365dayayear	70	
2008	55:5	75:12	
12:10	<u>4</u>	700	
2010	4	8:1 19:2 20:13	
12:21 16:24	58:14,16,22,23	20:15 31:7	
2011	58:24	70s	
13:5 16:8,18	40	53:21 56:7,8	
16:21	14:12 20:11	720	
2012	39:3 45:4	14:9	
38:5	50:5 57:10	74	
2013	78:12 79:21	28:17	
1:5 13:6,9	80:6 88:16	741	
2014	400	60:3	
1:3 2:2 91:6	13:24 29:17	750	
2018	31:19	57:18	
37:3	405	780	
20minute	13:12,16 15:4	33:4	
5:17	4200	7th	
20plus	47:21	55:16	
66:6	43	<u>8</u>	
21	51:20	8	
68:12 70:1	45	2:16 4:2 28:11	
22	38:1	70:15	
23:16 68:12	48th		
71:17	14:4		
23			
71:18 73:23			