

BOARD OF EDUCATION
CITY OF CHICAGO
FY-20 AMENDED BUDGET HEARING

held on
November 12, 2019

STENOGRAPHIC REPORT OF PROCEEDINGS
had in the above-entitled matter at 42 West Madison
Street, Garden Level Board Room, Chicago, Illinois,
commencing at 4:03 p.m., MR. MIGUEL DEL VALLE,
presiding.

BOARD MEMBERS:

MR. MIGUEL DEL VALLE, President
MR. SENDHIL REVULURI, Vice President
MS. AMY ROME
MR. LUCINO SOTELO
MR. DWAYNE TRUSS

ABSENT:

MS. LUISIANA MELENDEZ
MS. ELIZABETH TODD-BRELAND

Reported By: Anna M. Morales, CSR, RMR
License No.: 084-002854



1 ALSO PRESENT:

2 MS. LaTANYA McDADE, Chief Education
3 Officer

4 MR. JOSEPH MORIARTY, General Counsel

5 MR. ARNIE RIVERA, Chief Operating Officer

6 MS. ESTELA G. BELTRAN, Secretary to the
7 Board

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24



1 (whereupon, the following
2 proceedings commenced at
3 4:03 o'clock p.m.)

4 SECRETARY BELTRAN: Thank you, Mr. President. 04:03:26
5 Before we begin the first budget hearing, I would 04:03:26
6 like to read a brief safety announcement. 04:03:29

7 welcome to the first FY-2020 amended 04:03:31
8 budget hearing. Before we start the hearing, I 04:03:34
9 would like to share a few safety points and notes. 04:03:36
10 Please note that the primary exit and entrance to 04:03:38
11 this room is the door which you used to enter this 04:03:41
12 afternoon. The main entrance is the door to your 04:03:43
13 right. If you are leaving the room, please use 04:03:46
14 this door. The restrooms are just outside the 04:03:48
15 entrance door to your immediate left. 04:03:51

16 During the hearing, we ask that you keep 04:03:53
17 all aisles and exits clear. If you need any 04:03:54
18 assistance during the hearing, please wave the 04:03:57
19 attention of one of our security officers. And 04:03:59
20 thank you for joining us today. 04:04:01

21 PRESIDENT DEL VALLE: Good afternoon, ladies 04:04:07
22 and gentlemen. Welcome. I am Miguel del Valle. 04:04:10
23 On behalf of my fellow Board members, thank you for 04:04:12
24 coming today. 04:04:14



1	The purpose of this hearing is to comply	04:04:15
2	with the School Code provisions regarding the FY-20	04:04:17
3	amended budget.	04:04:22
4	Madam Secretary, please state for the	04:04:24
5	record the notice procedure for this hearing.	04:04:26
6	SECRETARY BELTRAN: Thank you, Mr. President.	04:04:29
7	Notice of this public hearing was published in the	04:04:30
8	Chicago Sun-Times, a newspaper of general	04:04:32
9	circulation in the City of Chicago, and posted at	04:04:35
10	the board room, principal office, and	04:04:38
11	42 West Madison Street lobby on November 6, 2019.	04:04:41
12	Notice was also posted on the cpsboe.org web site	04:04:44
13	on November 6, 2019.	04:04:49
14	I will now read into the record the public	04:04:50
15	notice as published: Notice, public hearings,	04:04:52
16	FY-20 Amended Budget for the 2019-2020 fiscal year,	04:04:56
17	Chicago Board of Education, commonly known as	04:05:00
18	Chicago Public Schools.	04:05:02
19	To whom it may concern: Public notice is	04:05:04
20	hereby given by the Chicago Board of Education that	04:05:06
21	it has prepared an FY-20 amended budget for the	04:05:08
22	2019-2020 fiscal year in tentative form and that	04:05:12
23	five copies thereof available for public inspection	04:05:15
24	have been filed and are now on file in the office	04:05:18



1	of the Board of Education of the City of Chicago,	04:05:20
2	commonly known as Chicago Public Schools, One North	04:05:24
3	Dearborn Street, suite 950, Chicago, Illinois,	04:05:28
4	60602, and available at www.cps.edu\budget and that	04:05:30
5	said Board of Education will hold two public	04:05:37
6	hearings upon said amended budget on the 12th day	04:05:39
7	of November, 2019, Chicago Public Schools Loop	04:05:42
8	office, 42 West Madison Street, Garden Level Board	04:05:44
9	Room, Chicago, Illinois, 60602; the first hearing	04:05:48
10	time, 4 p.m. to 6 p.m. with a registration of	04:05:51
11	3 p.m. to 4 p.m. And the second hearing, Chicago	04:05:54
12	Public Schools Loop office, 42 West Madison Street,	04:05:59
13	Garden Level Board Room, Chicago, Illinois, 60602,	04:06:01
14	with the hearing time 6:30 p.m. to 8:30 p.m., and	04:06:04
15	the registration taking place from 5:30 p.m. to	04:06:07
16	6:30 p.m.	04:06:10
17	Dated at Chicago, Illinois, November 6,	04:06:12
18	2019, Chicago Board of Education, by	04:06:14
19	Miguel del Valle, President, and attested by the	04:06:17
20	Secretary, Estela G. Beltran.	04:06:19
21	Mr. President, I would also like to note	04:06:22
22	for the record the members that are present here	04:06:23
23	with us for the first hearing.	04:06:25
24	Member Rome?	



1 MEMBER ROME: Here.

2 SECRETARY BELTRAN: Vice President Revuluri?

3 VICE PRESIDENT REVULURI: Here.

4 SECRETARY BELTRAN: Member Truss?

5 MEMBER TRUSS: Here.

6 SECRETARY BELTRAN: Member Sotelo?

7 MEMBER SOTELO: Here.

8 SECRETARY BELTRAN: President del valle?

9 PRESIDENT DEL VALLE: Here. 04:06:40

10 SECRETARY BELTRAN: We have five members 04:06:40

11 present. There is a quorum. 04:06:42

12 I would like to recognize Joseph Moriarty, 04:06:43

13 our General Counsel; LaTanya McDade, our Chief 04:06:45

14 Education Officer; and Arnie Rivera, our Chief 04:06:48

15 Operating Officer. Thank you. 04:06:51

16 PRESIDENT DEL VALLE: Thank you. We'll begin 04:06:52

17 with the FY-20 amended budget presentation. 04:06:54

18 Heather Wendell, please proceed. 04:06:58

19 MS. WENDELL: Good afternoon, Board President, 04:07:31

20 members of the Board. I'll be reviewing the FY-20 04:07:33

21 amended budget. 04:07:35

22 So we're doing today a budget hearing on 04:07:39

23 the FY-20 amended budget. As you'll recall, we 04:07:41

24 passed an initial budget in August of this year. 04:07:44



1 So our FY-20 original budget which was approved at 04:07:46
2 the August 28th Board meeting included 6.2 billion 04:07:49
3 of operating expenses in a total budget of 04:07:54
4 7.7 billion. This budget included major 04:07:57
5 investments to support the district's continued 04:08:00
6 academic progress through key investments, and all 04:08:02
7 of these investments are still present as part of 04:08:04
8 this amended budget moving forward. 04:08:06
9 There are critical building improvements 04:08:08
10 for more than 300 schools across the city. It was 04:08:10
11 our largest ever capital investment related to 04:08:13
12 pre-K. It was our largest ever expansion of 04:08:15
13 quality academic programming including IB, STEM, 04:08:18
14 fine and performing arts. 04:08:21
15 There was \$10 million to support the first 04:08:23
16 year of the district's multi-year commitment 04:08:25
17 related to nurses, social workers, and case 04:08:27
18 managers. Those positions stand in the amended 04:08:30
19 budget as well. And then \$12 million of support 04:08:32
20 for English language learners at more than 100 04:08:35
21 schools. 04:08:38
22 This original '20 budget also included 04:08:38
23 assumptions around the contract related to the 04:08:41
24 Chicago Teachers Union and the Service Employers 04:08:43



1 International Union, so the CT and the SEIU 04:08:46
2 contracts which were still under negotiation at the 04:08:49
3 time that we passed the original budget in August. 04:08:51
4 We now have tentative agreements with both 04:08:55
5 the CTU and the SEIU. And these five-year, they're 04:08:58
6 five-year agreements, they build on the commitments 04:09:01
7 that we included in the August budget that was 04:09:03
8 passed on the 28th of August. The term of both of 04:09:05
9 these are five-year agreements. There are base 04:09:08
10 compensation increases that are 16 years (sic) of 04:09:11
11 cost-of-living adjustment over the five years of 04:09:15
12 the contract. Again, framing this within the FY-20 04:09:17
13 budget, there is a 3 percent increase in FY-20 04:09:20
14 which is 5 percent over what was -- I'm sorry, 04:09:23
15 .5 percent over what was in the original budget. 04:09:27
16 Staffing increases that are a part of this 04:09:29
17 five-year contract include 209 additional social 04:09:31
18 workers, one would be assigned in every school; 04:09:34
19 250 additional nursing positions, one assigned at 04:09:37
20 every school; and 180 additional case managers, for 04:09:40
21 280 by the end of the contract. All three of these 04:09:44
22 were part of what was announced in July with that 04:09:47
23 initial 2020 investment being part of the 04:09:49
24 August 28th budget commitment. 04:09:53



1 Additionally, by the end of the five-year 04:09:55
2 term, there are 120 equity positions that will be 04:09:57
3 placed by FY-23 in highest needs schools. There 04:10:00
4 are also English language learner program teachers, 04:10:06
5 so ELPTs. We're going to lower the thresholds on 04:10:09
6 those, and there will be additional teaching 04:10:12
7 positions that will go into schools related to that 04:10:14
8 increment adjustment. 04:10:16

9 Students in temporary living situations 04:10:18
10 will receive full-time community representatives in 04:10:20
11 schools where there's 75 or more. And there are 04:10:23
12 also stipend positions for schools with lower 04:10:27
13 ratios. And we are maintaining at least all of our 04:10:29
14 current clinician staffing levels. 04:10:33

15 So, again, that's a view to the five-year 04:10:34
16 commitments within the contract. 04:10:38

17 Other major investments in these tentative 04:10:39
18 agreements include 35 million annually from 21 to 04:10:42
19 24 to reduce class size through the district. 04:10:47
20 5 million annually to support sports programming. 04:10:49
21 5 million annually for veteran teachers. There are 04:10:51
22 also restructured wage scales for CTU and SEIU 04:10:55
23 support staff to help recruit and retain employees; 04:10:58
24 and investments in pipeline and tuition 04:11:02



1 reimbursement programs. 04:11:04
2 Now the frame of the five-year contract 04:11:06
3 and the assumptions that we baked into the 04:11:09
4 August 28th budget, obviously we're coming back for 04:11:13
5 an amended budget on having those tentative 04:11:14
6 agreements. So slide 3 gave an overview of the 04:11:16
7 five-year commitments in total; but what the budget 04:11:20
8 piece here we'll vote on and what we're presenting 04:11:24
9 here is specific to the pieces that are in the 04:11:27
10 FY-20 amended budget. 04:11:29
11 And so as a result of these agreements, 04:11:31
12 we'll be presenting both here at the hearings today 04:11:33
13 and then for approval on the 20th the items that 04:11:35
14 are related to the amended FY-20 budget. 04:11:39
15 So really the amended budget includes on 04:11:42
16 slide 4 here several material changes related to 04:11:45
17 the budget that was approved in August. So, again, 04:11:48
18 the driver, a primary driver for the amended budget 04:11:50
19 are related to the contract costs. 04:11:53
20 So we have \$48 million in additional 04:11:54
21 expenses related to the CTU and SEIU contracts. 04:11:56
22 Again, those are costs to be incurred this year in 04:12:00
23 FY-20. There's a \$68 million reduction in expense 04:12:03
24 due to the instructional days during the work 04:12:06



1 stoppage. There are \$60 million in reduction 04:12:08
2 revenue loss to the city subsidy to support staff 04:12:12
3 pension costs. So this is related to the MEABF, 04:12:15
4 and there's more discussion on a subsequent slide 04:12:18
5 that will go into a little more detail on these 04:12:21
6 items. 04:12:23

7 \$66 million in increase TIF surplus which 04:12:23
8 is additional revenue above the 97 million that was 04:12:26
9 part of our original August 28th approved budget. 04:12:29
10 And then finally, we anticipate \$26 million in 04:12:33
11 reduced short-term borrowing coming into FY-20. 04:12:37

12 So looking at each of these line items a 04:12:41
13 little bit more closely, the \$48 million in 04:12:44
14 increased labor costs is tied mainly to wage 04:12:46
15 increases. So breaking this down by the two 04:12:49
16 tentative agreements, the \$33 million of increased 04:12:52
17 expense in the 2020 amended budget related to CTU 04:12:55
18 reflects a \$15 million investment for wages and 04:12:59
19 benefits. This is primarily due to the 3 percent 04:13:02
20 cost-of-living adjustment. 04:13:05

21 Again, as you'll recall in the August 28th 04:13:07
22 budget, we included a 2.5 percent wage increase. 04:13:10
23 So the final contract is a 3 percent. So this is 04:13:14
24 the incremental difference for that. 04:13:17



1	There's \$11 million for restructured wage	04:13:19
2	scale for teaching assistants, nurses, and other	04:13:21
3	support staff. \$5 million for substitute teacher	04:13:24
4	incentives for hard-to-staff schools. Pipeline	04:13:28
5	initiatives for nurses, social workers, and case	04:13:31
6	managers; and 2 million for additional classroom	04:13:33
7	size reduction.	
8	So, again, thinking of the overall frame	04:13:36
9	of the contract, these are investments on the CTU	04:13:37
10	side that go into place this year, FY-20. So these	04:13:39
11	are part of the expenses that are being	04:13:43
12	contemplated for the Board meeting on the 20th as	04:13:46
13	part of the amended budget.	04:13:49
14	Similarly, there are cost drivers related	04:13:51
15	to the tentative agreement with SEIU. \$15 million	04:13:54
16	of increased expenses in the amended budget reflect	04:13:57
17	the contract commitments there. \$2 million is for	04:14:01
18	the incremental cost of the 3 percent	04:14:04
19	cost-of-living adjustment. So, again, above the	04:14:06
20	2.5 percent assumption that was in the original	04:14:09
21	budget. And then \$13 million for restructured wage	04:14:10
22	scales and stipends for special education classroom	04:14:14
23	assistants, security guards, custodians, and bus	04:14:17
24	aides that are all part of the SEIU.	04:14:20



1 In addition to the contractual pieces that 04:14:24
2 are being presented as part of this amended budget, 04:14:27
3 there are two changes related to budgeting for the 04:14:29
4 support staff pensions. So in FY-20, this will -- 04:14:33
5 I'm sorry, the amended FY-20 budget will reflect 04:14:38
6 two different pension pieces. These are two of the 04:14:40
7 Municipal Employees Annuity and Benefit Funds, so 04:14:44
8 the MEABF Pension Fund. 04:14:46

9 So the first one is that CPS will 04:14:49
10 reimburse the city for \$60 million which reflects 04:14:52
11 the recent annual payments that the city has made 04:14:54
12 to MEABF on behalf of CPS employees. So this 04:14:57
13 represents within the amended budget a reduction in 04:15:00
14 revenues, \$60 million. 04:15:03

15 Also related to the pension, CPS will 04:15:05
16 budget an additional 138 million in offsetting 04:15:08
17 revenue and expense to reflect the city's 04:15:12
18 additional payments towards CPS's portion of the 04:15:14
19 MEABF unfunded liability. So the second one is a 04:15:16
20 nonmaterial update that reflects on the budget side 04:15:20
21 what the accounting treatment is of the additional 04:15:23
22 payment made on CPS's behalf. So there's no 04:15:25
23 additional incurred cost there. It's an 04:15:28
24 acknowledgment of the 138 both on the revenue and 04:15:30



1	the expense side within the budget.	04:15:33
2	So the estimated total for FY-20 employee	04:15:38
3	contributions to MEABF for CPS is 198 million. The	04:15:42
4	material update here is the total covered by CPS	04:15:46
5	that was previously covered by the city. That's	04:15:48
6	the 60 million. It's included in the amended	04:15:51
7	budget as a reduction in revenue which is the	04:15:53
8	material update to the budget.	04:15:56
9	And then the total covered by the City of	04:15:57
10	Chicago which is the 138 which is included in the	04:15:59
11	amended budget as offsetting revenue and expense,	04:16:02
12	and that's a nonmaterial update. But, in total,	04:16:05
13	the 198 million reflects the estimated 2020	04:16:08
14	employer contribution to MEABF on behalf of -- as	04:16:11
15	part of the about 15,000 CPS employees that are	04:16:16
16	currently part of the MEABF.	04:16:19
17	Slide 8 provides an overall recap and	04:16:23
18	summary of the changes within the amended budget.	04:16:26
19	So, again, the difference between the FY-20 budget	04:16:28
20	that was approved on August 28th and the amended	04:16:32
21	budget is -- what is reflected here is 144 million	04:16:34
22	of new operating revenues and expenses.	04:16:38
23	So the amended budget total, 7.84 billion	04:16:41
24	which includes 6.32 billion in operating expenses	04:16:45



1 which is the -- reflects the increase of 144 from 04:16:49
2 the approval in August. 04:16:52

3 So the original FY-20 operating budget was 04:16:53
4 6.175. The amended budget would be 6.319. You'll 04:16:56
5 see the various changes in expense and revenue 04:17:01
6 starting at the top with the increase in the CTU 04:17:04
7 cost on the expense side of 33 million; the related 04:17:07
8 SEIU cost of 15 million; the change in the city's 04:17:11
9 subsidy for the MEABF of 60 million; the increase 04:17:15
10 in the TIF funding; the decreased expenses related 04:17:19
11 to the days lost to the strike; and then, finally, 04:17:22
12 the short-term debt reduction that was mentioned on 04:17:26
13 the previous slide. 04:17:28

14 So those are the material changes that are 04:17:29
15 part of the amended budget. 04:17:32

16 The last section is the nonmaterial change 04:17:33
17 for the accounting treatment. Again, this is 04:17:36
18 138 million on the revenue side and 138 million on 04:17:39
19 the expense side. So those two numbers cancel and 04:17:42
20 net out for the total operating budget as amended 04:17:46
21 will be the 6. -- I'm sorry, 6.32 billion. It's 04:17:49
22 big numbers. Pardon me. So 6.319 is the final 04:17:57
23 operation budget. 04:18:01

24 That concludes the presentation. 04:18:07



1 PRESIDENT DEL VALLE: Questions or comments? 04:18:12

2 MEMBER TRUSS: This isn't a question, more so a 04:18:18

3 concern. I was at the meeting with the west side 04:18:22

4 black elected officials and obviously, you know, 04:18:23

5 they think of it is as a -- great, that we -- 04:18:27

6 there's going to be an increasing number of 04:18:31

7 positions at the CPS. 04:18:32

8 But, again, I think I echoed this back in 04:18:34

9 August about the who in terms of the process of 04:18:36

10 replenishing like teachers, for instance, because 04:18:40

11 it was such, over the years, a devastating loss, 04:18:43

12 but just all teachers of color, Latinos also 04:18:47

13 included. 04:18:50

14 And yet, this may not be a question that 04:18:51

15 you can answer at this point, but it's just that 04:18:55

16 their concern is about the pipeline in terms of is 04:18:57

17 there action planned to go ahead and reach out to 04:19:00

18 like the historically black colleges and 04:19:03

19 universities, reach out to our schools about 04:19:05

20 expanding programs, grow your own pipelines? 04:19:11

21 Because, like I said, for the west side of Chicago, 04:19:13

22 we have no such thing as grow your own program. 04:19:15

23 And so -- and then also we have a pipeline 04:19:18

24 set up for some current support staff that maybe 04:19:22



1 move into teaching positions, et cetera, then is 04:19:25
2 there a plan, for instance, like with the safe 04:19:28
3 Passage workers who will probably qualify for some 04:19:30
4 of these support staff jobs to potentially engage 04:19:33
5 them to be part of the pipeline, making sure the 04:19:36
6 community is aware of that. You know, there's 04:19:39
7 going to be some opportunities, however limited. 04:19:41
8 Opportunities is opportunities. And it seems like 04:19:43
9 we should really work hard to let the communities 04:19:45
10 know about these different opportunities, 04:19:48
11 especially those who may have degrees in like 04:19:50
12 social work, that how can we assist people in 04:19:53
13 community to potentially get the proper 04:19:55
14 credentials. 04:19:58
15 MS. WENDELL: So I can say from the budget 04:19:59
16 perspective, there's a commitment in here for the 04:20:01
17 pipeline programs that -- and part of that was part 04:20:03
18 of the FY-20 budget as well. 04:20:05
19 I know that the town office has -- you 04:20:08
20 know, was here present in August when some of the 04:20:10
21 same concerns were raised around making sure that 04:20:12
22 we are casting a wide net and being inclusive in 04:20:16
23 the pipeline in the hiring process. I don't know 04:20:19
24 if there -- 04:20:21



1 PRESIDENT DEL VALLE: Matt is not here, right, 04:20:23
2 but we'll ask Matt to address that question 04:20:26
3 November 20th. 04:20:29
4 MEMBER TRUSS: Yes, because he's not here. But 04:20:30
5 I wanted to make sure it's publicly. I wanted to 04:20:33
6 share their sentiments. 04:20:34
7 PRESIDENT DEL VALLE: And he does have a 04:20:36
8 response to that question. It's an important 04:20:37
9 question. I agree. Unless anyone else from staff 04:20:39
10 would like to add? If not, on November 20th, we'll 04:20:45
11 make sure that -- 04:20:50
12 MS. WENDELL: Yes. We can follow up with that 04:20:52
13 for sure. 04:20:54
14 PRESIDENT DEL VALLE: -- the Board member's 04:20:55
15 question is responded to. 04:20:56
16 MS. WENDELL: Yes. 04:20:57
17 PRESIDENT DEL VALLE: Any other questions or 04:20:58
18 comments? 04:20:59
19 VICE PRESIDENT REVULURI: Heather, I appreciate 04:21:03
20 this presentation and all the context you've given 04:21:05
21 us previously. I'm still trying to understand this 04:21:09
22 pension fund in addition to all the others. Can 04:21:12
23 you give us a little more context on the MEABF? 04:21:14
24 who's in it from CPS? who else is in it? And how 04:21:18



1 have the employer contributions for those other 04:21:23
2 participants been treated before and how are they 04:21:27
3 being treated going forward? 04:21:30

4 MS. WENDELL: Sure. So in terms of who is in 04:21:32
5 it, within CPS, it is essentially the pension fund, 04:21:34
6 with rare exception, for everyone who is not in the 04:21:39
7 CTU. So it's largely the folks that are part of 04:21:41
8 the SEIU and then anybody else who is in Central 04:21:44
9 Office or city-wide units that are not part of the 04:21:47
10 CTU. 04:21:49

11 On a broader scale, many of the sister 04:21:51
12 agency units that again don't have their own 04:21:54
13 pension fund, the city employees will be part of 04:21:58
14 this pension fund as well. 04:22:00

15 The costs that we are talking about here 04:22:02
16 and that have been -- that we both -- the ones that 04:22:05
17 we are picking up for ourselves and the ones that 04:22:07
18 are being covered by the city are specific to the 04:22:09
19 costs associated with the CPS membership within 04:22:12
20 that. So even though there are other city agencies 04:22:15
21 and things, the costs reflected here are specific 04:22:17
22 to that. 04:22:21

23 In terms of how the costs are 04:22:21
24 structured -- 04:22:25



1 VICE PRESIDENT REVULURI: Just to -- about how 04:22:26
2 many people is that? How many CPS employees are 04:22:28
3 covered by this pension? 04:22:31
4 MS. WENDELL: It's about 15,000 in current job 04:22:32
5 titles. 04:22:35
6 VICE PRESIDENT REVULURI: Okay. 04:22:35
7 MS. WENDELL: And so in terms of the -- 04:22:36
8 VICE PRESIDENT REVULURI: And then there's 04:22:38
9 thousands of other city employees who are also part 04:22:39
10 of this fund? 04:22:41
11 MS. WENDELL: Correct, and I don't have the 04:22:42
12 number. 04:22:44
13 VICE PRESIDENT REVULURI: -- that are employed 04:22:46
14 by other something agencies? 04:22:46
15 MS. WENDELL: Yes. And I don't have the number 04:22:47
16 of how many total MEABF participants there are, but 04:22:48
17 can take a note on that. 04:22:51
18 And then in terms of the -- I'm sorry, the 04:22:55
19 last part of your question was? 04:23:00
20 VICE PRESIDENT REVULURI: The last part was 04:23:01
21 just how -- you explained how the funding, the 04:23:02
22 employer funding for the pension benefit is 04:23:06
23 changing for the CPS employees. I'm wondering, how 04:23:08
24 did employer funding for the nonCPS, the other city 04:23:12



1 employees covered by the fund worked before and how 04:23:17
2 is that changing going forward? 04:23:20
3 MS. WENDELL: Yes. So that's a great question. 04:23:21
4 The \$60 million that the city had previously 04:23:23
5 covered for ours that we now will be picking up the 04:23:25
6 cost actually pulls us in line with how the other 04:23:29
7 city agencies are treated. So it's a cost that 04:23:32
8 we'll be incurring that aligns us to the approach 04:23:34
9 that's taken elsewhere. 04:23:36
10 VICE PRESIDENT REVULURI: So the other agencies 04:23:38
11 who are employing these individuals, those 04:23:42
12 agencies' budgets contributed the employer portion? 04:23:43
13 MS. WENDELL: Correct. My understanding, yes, 04:23:47
14 that they have historically been paying for that; 04:23:49
15 and now with this budget, this amended budget, we 04:23:51
16 will be following the course of all the other city 04:23:54
17 agencies. 04:23:57
18 VICE PRESIDENT REVULURI: Got it. So this will 04:23:57
19 be an ongoing change? 04:23:58
20 MS. WENDELL: Correct. We expect it to be an 04:24:01
21 ongoing change. 04:24:03
22 VICE PRESIDENT REVULURI: Thank you. 04:24:04
23 PRESIDENT DEL VALLE: Could you along the same 04:24:04
24 line review, again, the \$138 million accounting 04:24:06



1 treatment? Because those are not dollars that we 04:24:09
2 actually receive. 04:24:11
3 MS. WENDELL: Correct. Correct. So the 04:24:13
4 138 million is the offsetting revenue expense that 04:24:15
5 the city makes towards the portion that is 04:24:19
6 representative of our CPS piece of the unfunded 04:24:22
7 liability in the pension. 04:24:25
8 And so essentially what happens is the 04:24:26
9 payment is made on our behalf or in-kind 04:24:28
10 essentially is what it is. The funds don't 04:24:31
11 actually come here. But in terms of an 04:24:33
12 acknowledgment of resources that are part of our 04:24:38
13 operating budget overall, accounting treats them as 04:24:41
14 an expense and a revenue that is made in-kind or on 04:24:45
15 or behalf. 04:24:47
16 So on the budgeting side, we will simply 04:24:49
17 be acknowledging that expense in revenue, again, 04:24:50
18 without any money actually changing hands, but to 04:24:53
19 match the accounting treatment of it to show that 04:24:56
20 those costs are paid on behalf of our organization. 04:24:58
21 PRESIDENT DEL VALLE: Is this the first time we 04:25:01
22 do this? 04:25:03
23 MS. WENDELL: This is the first time that we 04:25:03
24 are seeking this to be part of the -- yes. 04:25:05



1 PRESIDENT DEL VALLE: From this point on, it 04:25:09
2 will be in our budget every year? 04:25:10

3 MS. WENDELL: Correct. Yes. One piece is that 04:25:12
4 this particular cost experienced some significant 04:25:15
5 growth this year which is part of the reason to 04:25:18
6 pick it up now in this amended budget; and then, 04:25:20
7 going forward, we would expect to see it. 04:25:23

8 PRESIDENT DEL VALLE: So even though there's no 04:25:25
9 actual dollars going back and forth, the amount is 04:25:26
10 going to change from year to year? 04:25:29

11 MS. WENDELL: Potentially, yes. There's been 04:25:31
12 some growth this year, and then just in that, right 04:25:33
13 now again, there's no dollars changing hand. 04:25:37
14 There's no additional incurred costs on our part; 04:25:40
15 but the part that is being paid on our behalf has 04:25:42
16 gone up significantly this year. So we're showing 04:25:44
17 that as the expense and revenue, yes. 04:25:47

18 PRESIDENT DEL VALLE: Any anticipated growth in 04:25:52
19 the normal costs that we're going to be picking up 04:25:54
20 now, the 60 million within the next few years? 04:25:56

21 MS. WENDELL: So for now, we are -- as part of 04:25:59
22 this, we're authorizing a one-year IGA that will 04:26:03
23 cover the \$60 million cost. And so we expect what 04:26:05
24 we have been planning for, as of our understanding 04:26:08



1 currently, is to plan for the \$60 million moving 04:26:12
2 forward. 04:26:14
3 PRESIDENT DEL VALLE: Okay. Any comments or 04:26:15
4 questions? 04:26:24
5 VICE PRESIDENT REVULURI: Could you just say 04:26:25
6 more about why it's 60 that's moving onto the CPS 04:26:27
7 budget and 138 million that's not moving onto the 04:26:29
8 CPS budget? 04:26:33
9 PRESIDENT DEL VALLE: It's an accounting. 04:26:35
10 VICE PRESIDENT REVULURI: Why those amounts? 04:26:38
11 Or what is the significance of 60 million and 04:26:40
12 138 million? 04:26:42
13 MS. WENDELL: The \$60 million represents 04:26:44
14 essentially what we understand to be the historic 04:26:46
15 level of the subsidy that we've received from the 04:26:50
16 city. So we historically received the \$60 million 04:26:52
17 subsidy from them for this piece of the cost. 04:26:56
18 So with us absorbing it, that's the 04:26:58
19 incurred cost around the -- that pension piece. 04:27:01
20 The 138 is the piece that the city would pay on 04:27:05
21 behalf of the unfunded liability. So there's -- 04:27:08
22 the difference there is that the unfunded liability 04:27:11
23 is the portion that the pension is underfunded 04:27:15
24 essentially. 04:27:17



1 And so that piece is done on behalf of -- 04:27:19
2 where the \$60 million -- again, for every other 04:27:22
3 agency, their version of this, they've been paying 04:27:24
4 it outright. So for us, we're just incurring this 04:27:26
5 cost this year and anticipate to do so moving 04:27:30
6 forward. 04:27:33
7 VICE PRESIDENT REVULURI: One more question. 04:27:38
8 So looking at your summary that you have up right 04:27:39
9 now, you guided us on the first two lines with the 04:27:42
10 compensation changes and other changes in the 04:27:49
11 collective bargaining agreements, what the first 04:27:53
12 two lines will look like in fiscal '21, '22, and so 04:27:56
13 on. 04:28:00
14 For these other line items, what would you 04:28:01
15 expect to be the amounts in future years? 04:28:05
16 MS. WENDELL: For? 04:28:12
17 VICE PRESIDENT REVULURI: For the other line 04:28:14
18 items? So the 60 million you expect would be 04:28:15
19 roughly the same in future years? And with 04:28:18
20 increase in TIF funding, is that known? Is that 04:28:23
21 uncertain or is it something else and so on for the 04:28:27
22 rest? 04:28:30
23 MS. WENDELL: So I think -- again, the 04:28:32
24 understanding on the MEABF subsidy, the 60 million 04:28:35



1 loss, is that we're doing the one-year IGA with an 04:28:39
2 understanding that we will incur a version of that 04:28:42
3 cost moving forward for each year. 04:28:43

4 And the increase in TIF funding, again, in 04:28:46
5 the August 28th budget, we contemplated the 04:28:49
6 \$97 million in TIF funding. The increase that came 04:28:51
7 in this year for the 66, I think it remains -- you 04:28:54
8 know, right now, we know that that's what the 04:28:58
9 commitment is for now, the TIF funding; and much of 04:29:00
10 this obviously has some interplay with the city and 04:29:03
11 things at this point. 04:29:06

12 So, you know, unless Arnie or others know 04:29:07
13 anything, otherwise I would think, for now, we know 04:29:09
14 what we're presenting on the 20th, and some of this 04:29:12
15 will be, you know, still up for out year 04:29:15
16 discussion. 04:29:18

17 PRESIDENT DEL VALLE: And it would depend what 04:29:18
18 the city declares to be a TIF surplus. 04:29:19

19 MS. WENDELL: That's right. 04:29:22

20 VICE PRESIDENT REVULURI: So for future years, 04:29:23
21 that amount is pretty uncertain? 04:29:25

22 PRESIDENT DEL VALLE: It varies. 04:29:26

23 MS. WENDELL: I mean, we've received a certain 04:29:27
24 amount of TIF funding obviously historically, and 04:29:29



1 then we received the 97 in the August 28th budget 04:29:32
2 and then this 66 here; but I think the 04:29:34
3 understanding right now is the 66 would not 04:29:37
4 necessarily be present moving forward. But to your 04:29:39
5 point, there's a lot of moving parts with the TIF 04:29:41
6 surpluses. 04:29:43
7 PRESIDENT DEL VALLE: we'll certainly be 04:29:51
8 advocating for as large amount as possible. We 04:29:52
9 know we received 97 last year, right? 04:29:58
10 MS. WENDELL: 97 and what was approved in the 04:30:01
11 August 28th. 04:30:03
12 PRESIDENT DEL VALLE: And then 97, what we 04:30:04
13 approved. And then we received the extra 60, 04:30:06
14 66 actually, 60 which are applied to this pension 04:30:11
15 payment. 04:30:15
16 We would hope that for next year we would 04:30:18
17 be able to get a similar amount, but that's not 04:30:20
18 guaranteed because it depends on the size of the 04:30:24
19 TIF surplus, and that's not the Board of 04:30:27
20 Education's decisions. That's the city's decision. 04:30:31
21 MS. WENDELL: Right. Thank you for that. 04:30:33
22 PRESIDENT DEL VALLE: Are there no other 04:30:40
23 questions? 04:30:40
24 VICE PRESIDENT REVULURI: One last question. 04:30:41



1 PRESIDENT DEL VALLE: We have a couple more. 04:30:43

2 MEMBER TRUSS: In terms of -- I guess in terms 04:30:44

3 of historical data, is there information that you 04:30:47

4 could share with us or the public in terms of the 04:30:50

5 historical amount of TIF surpluses that the CPS has 04:30:52

6 received, I guess, in the past and hopes that 04:30:56

7 there's a prediction for the future. 04:30:59

8 MS. WENDELL: Actually, we did. In the 04:31:00

9 August 28th budget, there was a slide on that. I 04:31:02

10 apologize that I don't know off the top of my head, 04:31:05

11 but, definitely, yeah, obviously there's public 04:31:07

12 precedent for that and we can share that. 04:31:11

13 MEMBER SOTELO: I think that was the source of 04:31:13

14 the original 97 million. 04:31:15

15 MEMBER TRUSS: Yes, in terms of previous years 04:31:16

16 helping that. 04:31:18

17 MR. SITKOWSKI: I could respond to the TIF 04:31:24

18 surplus question. So the last five years, we've 04:31:26

19 received roughly 88 to \$97 million each year going 04:31:29

20 back. So we've been -- going back to 2016, we've 04:31:34

21 been at that level of 90 to 100 million. 04:31:38

22 MEMBER SOTELO: Certainly going back to 04:31:52

23 Sendhil's question, I certainly would hope that I 04:31:54

24 would see the decrease expenses due to loss strikes 04:31:57



1	ever again. So I hope that's not a sustainable	04:32:00
2	one. That should be zero.	04:32:03
3	PRESIDENT DEL VALLE: Sendhil, do you have	04:32:06
4	another question?	04:32:08
5	VICE PRESIDENT REVULURI: My last question.	04:32:09
6	Just to verify, this is really helpful as sort of	04:32:10
7	that amendments to the previously passed budget.	04:32:14
8	I'm just trying to get the broader context, that	04:32:18
9	the short-term debt reduction here, it means that	04:32:21
10	we're borrowing less but we are still borrowing; is	04:32:24
11	that right?	04:32:28
12	MS. WENDELL: Correct.	04:32:28
13	VICE PRESIDENT REVULURI: Okay. And that's	04:32:29
14	borrowing to get through the current fiscal year	04:32:30
15	for less than one-year terms?	04:32:34
16	MS. WENDELL: Borrowing to get through the	04:32:38
17	fiscal year for -- what was the second question?	04:32:39
18	VICE PRESIDENT REVULURI: For less than	04:32:41
19	one-year terms. We're still borrowing to do that?	04:32:43
20	MS. WENDELL: Correct. Yes.	04:32:46
21	VICE PRESIDENT REVULURI: Okay.	04:32:47
22	PRESIDENT DEL VALLE: Could you elaborate on	04:32:48
23	that? why did we build this amount into the August	04:32:49
24	budget that we approved? what has changed that	04:32:57



1 allowed us to increase -- to add another amount to 04:32:59
2 the savings and short-term borrowing costs? 04:33:02
3 MS. WENDELL: So essentially on the revenue and 04:33:06
4 expense columns here, you know, we are passing a -- 04:33:08
5 presenting a balanced budget. And so as part of 04:33:12
6 the changes related to both the work stoppage and 04:33:17
7 then the contract cost, also with the TIF surplus 04:33:20
8 and the subsidy happening, the remaining 04:33:23
9 \$26 million allows us the opportunity in this 04:33:25
10 amended budget to utilize that to essentially 04:33:28
11 borrow \$26 million less for this year. 04:33:31
12 In August, the financial picture was 04:33:34
13 slightly different around the assumptions for the 04:33:36
14 contract and things. And so that budget was 04:33:39
15 balanced in August based on those known 04:33:41
16 assumptions. 04:33:44
17 Here, with the contract piece and the 04:33:44
18 other ins and outs, we have the opportunity to take 04:33:45
19 the 26 million and use that in a way that wasn't 04:33:48
20 present in the August budget. 04:33:51
21 PRESIDENT DEL VALLE: And we have, again, 04:33:55
22 before us a balanced budget? 04:33:57
23 MS. WENDELL: I'm sorry? 04:33:59
24 PRESIDENT DEL VALLE: We have a balanced 04:33:59



1	budget?	04:34:01
2	MS. WENDELL: We have a balanced budget, yes.	04:34:01
3	MEMBER SOTELO: The way I understood the first	04:34:05
4	budget we approved, we were basically balancing it	04:34:08
5	with our ability to take on debt, right? And now	04:34:11
6	we're basically reducing that portion given where	04:34:18
7	we're at, right?	04:34:21
8	PRESIDENT DEL VALLE: Okay. If there are no	04:34:24
9	other questions or comments, we'll -- thank you,	04:34:26
10	Heather. Thank you very much.	04:34:30
11	MS. WENDELL: Thank you.	04:34:32
12	PRESIDENT DEL VALLE: we'll proceed with	04:34:32
13	today's public comments segment. Roberta Salas.	04:34:33
14	SECRETARY BELTRAN: Mr. President, before we	04:34:41
15	proceed, I just want to read the public comment	04:34:42
16	directions into the record.	04:34:48
17	PRESIDENT DEL VALLE: Please do.	
18	SECRETARY BELTRAN: Thank you very much. For	04:34:50
19	the record, I would like to note that registration	04:34:51
20	for the first FY-20 amended budget public hearing	04:34:53
21	was held between the hours of 3 p.m. and 4 p.m.	04:34:56
22	Individuals who registered to speak will have two	04:35:00
23	minutes to comment, and I will call the speakers in	04:35:02
24	the order of registration.	04:35:04



1	This hearing will conclude after the last	04:35:05
2	person who has signed in to speak has spoken or at	04:35:07
3	6 p.m., whichever occurs first. When called,	04:35:10
4	please state your name. And I will proceed by	04:35:12
5	calling the first speaker. And as you referenced,	04:35:14
6	Mr. President, we only have one speaker who	04:35:16
7	registered, and we have Roberta Salas, please.	04:35:19
8	MS. SALAS: Hi. Thanks for having me. My name	04:35:28
9	is Roberto Salas. I'm a parent rep on the LSC at	04:35:32
10	Murphy Elementary. I'm also a parent of a student	04:35:36
11	at Admundsen High School. For full disclosure, I'm	04:35:39
12	also on the board of an organization called Raise	04:35:41
13	Your Hand. So I'm a public school advocate.	04:35:43
14	The reason that I'm here really is to make	04:35:46
15	a comment -- first of all, I want to thank you for	04:35:49
16	making the additional investment in our public	04:35:51
17	schools. And I know that you've made an agreement	04:35:54
18	on the make-up days, that you've come to an	04:35:57
19	agreement where you're kind of splitting the	04:35:59
20	difference on the make-up days.	04:36:01
21	I just have two requests on that. One is	04:36:04
22	that you hold these schools harmless on the school	04:36:08
23	quality rating for attendance on those days	04:36:14
24	because, as you know, probably there's going to be	04:36:16



1 a lot of missing students on those days. And I ask 04:36:19
2 that they become excused absences for students that 04:36:23
3 will not be there on those days. 04:36:26
4 I don't really have an issue with the days 04:36:29
5 that you've chosen. I know that you had to be 04:36:30
6 thoughtful about what they are. But as school 04:36:32
7 representatives, we're concerned about how it's 04:36:35
8 going to affect our rating because of the 04:36:36
9 attendance percentage that's required on the 04:36:39
10 quality rating. Thank you. 04:36:42
11 PRESIDENT DEL VALLE: Thank you. 04:36:45
12 SECRETARY BELTRAN: Thank you, Ms. Salas. 04:36:46
13 PRESIDENT DEL VALLE: We will have the make-up 04:36:47
14 days on the agenda for the November 20th meeting, 04:36:51
15 and so there will be more information and 04:36:53
16 discussion on that. 04:36:56
17 For today, we're dealing with the amended 04:36:58
18 budget, but I thank you for your comments on the 04:37:01
19 make-up days. 04:37:05
20 SECRETARY BELTRAN: So Mr. President, this 04:37:07
21 concludes the public comment segment. 04:37:08
22 PRESIDENT DEL VALLE: That's it. All right. 04:37:10
23 Board members, anymore comments or questions 04:37:19
24 regarding the amended budget? 04:37:23



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

If not, this concludes the first FY-20 04:37:25
amended budget hearing. 04:37:28

(Whereupon, the Budget Hearing
adjourned at 4:37 o'clock p.m.)

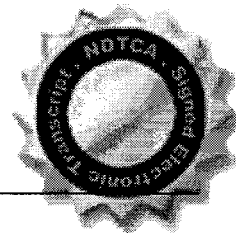


1 STATE OF ILLINOIS)
2) SS:
3 COUNTY OF W I L L)
4

5 ANNA M. MORALES, as an Officer of the
6 Court, says that she is a shorthand reporter doing
7 business in the State of Illinois; that she
8 reported in shorthand the proceedings of said
9 Budget 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 Budget Hearing.

13 IN TESTIMONY WHEREOF: I have hereunto set
14 my verified digital signature this 18th day of
15 November 2019.
16
17

18
19
20 Anna M. Morales



21 Illinois Certified Shorthand Reporter
22
23
24





<p style="text-align: center;">A</p> <p>ability 31:5</p> <p>able 27:17</p> <p>above-entitled 1:8</p> <p>absences 33:2</p> <p>ABSENT 1:18</p> <p>absorbing 24:18</p> <p>academic 7:6,13</p> <p>accounting 13:21 15:17 21:24 22:13,19 24:9</p> <p>acknowledging 22:17</p> <p>acknowledgment 13:24 22:12</p> <p>action 16:17</p> <p>actual 23:9</p> <p>add 18:10 30:1</p> <p>addition 13:1 18:22</p> <p>additional 8:17,19,20 9:6 10:20 11:8 12:6 13:16,18 13:21,23 23:14 32:16</p> <p>Additionally 9:1</p> <p>address 18:2</p> <p>adjourned 34:4</p> <p>adjustment 8:11 9:8 11:20 12:19</p> <p>Admundsen 32:11</p> <p>advocate 32:13</p> <p>advocating 27:8</p> <p>affect 33:8</p> <p>aforesaid 35:11</p> <p>afternoon 3:12,21 6:19</p> <p>agencies 19:20 20:14 21:7,10,17</p> <p>agencies' 21:12</p> <p>agency 19:12 25:3</p> <p>agenda 33:14</p> <p>agree 18:9</p> <p>agreement 12:15 32:17,19</p> <p>agreements 8:4,6,9 9:18 10:6,11 11:16 25:11</p> <p>ahead 16:17</p> <p>aides 12:24</p> <p>aisles</p>	<p>3:17</p> <p>aligns 21:8</p> <p>allowed 30:1</p> <p>allows 30:9</p> <p>amended 1:3 3:7 4:3,16,21 5:6 6:17,21,23 7:8,18 10:5,10,14,15,18 11:17 12:13,16 13:2 13:5,13 14:6,11,18 14:20,23 15:4,15,20 21:15 23:6 30:10 31:20 33:17,24 34:2</p> <p>amendments 29:7</p> <p>amount 23:9 26:21,24 27:8,17 28:5 29:23 30:1</p> <p>amounts 24:10 25:15</p> <p>AMY 1:15</p> <p>Anna 1:23 35:5</p> <p>announced 8:22</p> <p>announcement 3:6</p> <p>annual 13:11</p> <p>annually 9:18,20,21</p> <p>Annuity 13:7</p> <p>answer 16:15</p> <p>anticipate 11:10 25:5</p> <p>anticipated 23:18</p> <p>anybody 19:8</p> <p>anymore 33:23</p> <p>apologize 28:10</p> <p>applied 27:14</p> <p>appreciate 18:19</p> <p>approach 21:8</p> <p>approval 10:13 15:2</p> <p>approved 7:1 10:17 11:9 14:20 27:10,13 29:24 31:4</p> <p>Arnie 2:5 6:14 26:12</p> <p>arts 7:14</p> <p>assigned 8:18,19</p> <p>assist 17:12</p> <p>assistance 3:18</p> <p>assistants 12:2,23</p> <p>associated 19:19</p>	<p>assumption 12:20</p> <p>assumptions 7:23 10:3 30:13,16</p> <p>attendance 32:23 33:9</p> <p>attention 3:19</p> <p>attested 5:19</p> <p>August 6:24 7:2 8:3,7,8,24 10:4,17 11:9,21 14:20 15:2 16:9 17:20 26:5 27:1,11 28:9 29:23 30:12,15 30:20</p> <p>authorizing 23:22</p> <p>available 4:23 5:4</p> <p>aware 17:6</p>	<p style="text-align: center;">B</p> <p>back 10:4 16:8 23:9 28:20 28:20,22</p> <p>baked 10:3</p> <p>balanced 30:5,15,22,24 31:2</p> <p>balancing 31:4</p> <p>bargaining 25:11</p> <p>base 8:9</p> <p>based 30:15</p> <p>basically 31:4,6</p> <p>behalf 3:23 13:12,22 14:14 22:9,15,20 23:15 24:21 25:1</p> <p>Beltran 2:6 3:4 4:6 5:20 6:2,4,6 6:8,10 31:14,18 33:12,20</p> <p>benefit 13:7 20:22</p> <p>benefits 11:19</p> <p>big 15:22</p> <p>billion 7:2,4 14:23,24 15:21</p> <p>bit 11:13</p> <p>black 16:4,18</p> <p>board 1:1,9,12 2:7 3:23 4:10 4:17,20 5:1,5,8,13,18 6:19,20 7:2 12:12 18:14 27:19 32:12 33:23</p> <p>borrow 30:11</p> <p>borrowing 11:11 29:10,10,14,16 29:19 30:2</p> <p>breaking</p>	<p>11:15</p> <p>brief 3:6</p> <p>broader 19:11 29:8</p> <p>budget 1:3 3:5,8 4:3,16,21 5:6 6:17,21,22,23,24 7:1 7:3,4,8,19,22 8:3,7 8:13,15,24 10:4,5,7 10:10,14,15,17,18 11:9,17,22 12:13,16 12:21 13:2,5,13,16 13:20 14:1,7,8,11,18 14:19,21,23 15:3,4 15:15,20,23 17:15,18 21:15,15 22:13 23:2 23:6 24:7,8 26:5 27:1 28:9 29:7,24 30:5,10 30:14,20,22 31:1,2,4 31:20 33:18,24 34:2 34:3 35:9,12</p> <p>budgeting 13:3 22:16</p> <p>budgets 21:12</p> <p>build 8:6 29:23</p> <p>building 7:9</p> <p>bus 12:23</p> <p>business 35:7</p>	<p style="text-align: center;">C</p> <p>call 31:23</p> <p>called 32:3,12</p> <p>calling 32:5</p> <p>cancel 15:19</p> <p>capital 7:11</p> <p>case 7:17 8:20 12:5</p> <p>casting 17:22</p> <p>Central 19:8</p> <p>certain 26:23</p> <p>certainly 27:7 28:22,23</p> <p>Certified 35:21</p> <p>cetera 17:1</p> <p>change 15:8,16 21:19,21 23:10</p> <p>changed 29:24</p> <p>changes 10:16 13:3 14:18 15:5 15:14 25:10,10 30:6</p> <p>changing 20:23 21:2 22:18 23:13</p> <p>Chicago 1:2,9 4:8,9,17,18,20 5:1,2,3,7,9,11,13,17 5:18 7:24 14:10 16:21</p>	<p>Chief 2:2,5 6:13,14</p> <p>chosen 33:5</p> <p>circulation 4:9</p> <p>city 1:2 4:9 5:1 7:10 11:2 13:10,11 14:5,9 19:13,18,20 20:9,24 21:4,7,16 22:5 24:16 24:20 26:10,18</p> <p>city's 13:17 15:8 27:20</p> <p>city-wide 19:9</p> <p>class 9:19</p> <p>classroom 12:6,22</p> <p>clear 3:17</p> <p>clinician 9:14</p> <p>closely 11:13</p> <p>Code 4:2</p> <p>collective 25:11</p> <p>colleges 16:18</p> <p>color 16:12</p> <p>columns 30:4</p> <p>come 22:11 32:18</p> <p>coming 3:24 10:4 11:11</p> <p>commenced 3:2</p> <p>commencing 1:10</p> <p>comment 31:15,23 32:15 33:21</p> <p>comments 16:1 18:18 24:3 31:9 31:13 33:18,23</p> <p>commitment 7:16 8:24 17:16 26:9</p> <p>commitments 8:6 9:16 10:7 12:17</p> <p>commonly 4:17 5:2</p> <p>communities 17:9</p> <p>community 9:10 17:6,13</p> <p>compensation 8:10 25:10</p> <p>comply 4:1</p> <p>concern 4:19 16:3,16</p> <p>concerned 33:7</p> <p>concerns 17:21</p> <p>conclude 32:1</p> <p>concludes 15:24 33:21 34:1</p> <p>contains</p>	<p>35:11</p> <p>contemplated 12:12 26:5</p> <p>context 18:20,23 29:8</p> <p>continued 7:5</p> <p>contract 7:23 8:12,17,21 9:16 10:2,19 11:23 12:9 12:17 30:7,14,17</p> <p>contracts 8:2 10:21</p> <p>contractual 13:1</p> <p>contributed 21:12</p> <p>contribution 14:14</p> <p>contributions 14:3 19:1</p> <p>copies 4:23</p> <p>correct 20:11 21:13,20 22:3,3 23:3 29:12,20 35:10</p> <p>cost 12:14,18 13:23 15:7,8 21:6,7 23:4,23 24:17 24:19 25:5 26:3 30:7</p> <p>cost-of-living 8:11 11:20 12:19</p> <p>costs 10:19,22 11:3,14 19:15 19:19,21,23 22:20 23:14,19 30:2</p> <p>Counsel 2:4 6:13</p> <p>COUNTY 35:3</p> <p>couple 28:1</p> <p>course 21:16</p> <p>Court 35:6</p> <p>cover 23:23</p> <p>covered 14:4,5,9 19:18 20:3 21:1,5</p> <p>CPS 13:9,12,15 14:3,4,15 16:7 18:24 19:5,19 20:2,23 22:6 24:6,8 28:5</p> <p>CPS's 13:18,22</p> <p>cpsboe.org 4:12</p> <p>credentials 17:14</p> <p>critical 7:9</p> <p>CSR 1:23</p> <p>CT 8:1</p> <p>CTU 8:5 9:22 10:21 11:17 12:9 15:6 19:7,10</p> <p>current 9:14 16:24 20:4 29:14</p> <p>currently</p>
---	---	--	---	--	---	---	---



14:16 24:1 custodians 12:23	driver 10:18,18 drivers 12:14 due 10:24 11:19 28:24 DWAYNE 1:17	expect 21:20 23:7,23 25:15,18 expense 10:23 11:17 13:17 14:1 14:11 15:5,7,19 22:4 22:14,17 23:17 30:4 expenses 7:3 10:21 12:11,16 14:22,24 15:10 28:24 experienced 23:4 explained 20:21 extra 27:13	future 25:15,19 26:20 28:7 FY-20 1:3 4:2,16,21 6:17,20 6:23 7:1 8:12,13 10:10,14,23 11:11 12:10 13:4,5 14:2,19 15:3 17:18 31:20 34:1 FY-2020 3:7 FY-23 9:3	Heather 6:18 18:19 31:10 held 1:4 31:21 help 9:23 helpful 29:6 helping 28:16 hereunto 35:13 Hi 32:8 High 32:11 highest 9:3 hiring 17:23 historic 24:14 historical 28:3,5 historically 16:18 21:14 24:16 26:24 hold 5:5 32:22 hope 27:16 28:23 29:1 hopes 28:6 hours 31:21	increment 9:8 incremental 11:24 12:18 incur 26:2 incurred 10:22 13:23 23:14 24:19 incurring 21:8 25:4 individuals 21:11 31:22 information 28:3 33:15 initial 6:24 8:23 initiatives 12:5 ins 30:18 inspection 4:23 instance 16:10 17:2 instructional 10:24 International 8:1 interplay 26:10 investment 7:11 8:23 11:18 32:16 investments 7:5,6,7 9:17,24 12:9 issue 33:4 items 10:13 11:6,12 25:14,18	
<hr/> D <hr/>	<hr/> E <hr/>	<hr/> F <hr/>	<hr/> G <hr/>	<hr/> I <hr/>	<hr/> J <hr/>	
data 28:3 Dated 5:17 day 5:6 35:14 days 10:24 15:11 32:18,20 32:23 33:1,3,4,14,19 dealing 33:17 Dearborn 5:3 debt 15:12 29:9 31:5 decision 27:20 decisions 27:20 declares 26:18 decrease 28:24 decreased 15:10 definitely 28:11 degrees 17:11 del 1:10,13 3:21,22 5:19 6:8,9,16 16:1 18:1,7 18:14,17 21:23 22:21 23:1,8,18 24:3,9 26:17,22 27:7,12,22 28:1 29:3,22 30:21 30:24 31:8,12,17 33:11,13,22 depend 26:17 depends 27:18 detail 11:5 devastating 16:11 difference 11:24 14:19 24:22 32:20 different 13:6 17:10 30:13 digital 35:14 directions 31:16 disclosure 32:11 discussion 11:4 26:16 33:16 district 9:19 district's 7:5,16 doing 6:22 26:1 35:6 dollars 22:1 23:9,13 door 3:11,12,14,15	Education's 27:20 elaborate 29:22 elected 16:4 Elementary 32:10 ELIZABETH 1:20 ELPTs 9:5 employed 20:13 employee 14:2 employees 9:23 13:7,12 14:15 19:13 20:2,9,23 21:1 employer 14:14 19:1 20:22,24 21:12 Employers 7:24 employing 21:11 engage 17:4 English 7:20 9:4 enter 3:11 entrance 3:10,12,15 equity 9:2 especially 17:11 essentially 19:5 22:8,10 24:14,24 30:3,10 Estela 2:6 5:20 estimated 14:2,13 et 17:1 exception 19:6 excused 33:2 exit 3:10 exits 3:17 expanding 16:20 expansion 7:12	fellow 3:23 file 4:24 filed 4:24 final 11:23 15:22 finally 11:10 15:11 financial 30:12 fine 7:14 first 3:5,7 5:9,23 7:15 13:9 22:21,23 25:9,11 31:3,20 32:3,5,15 34:1 fiscal 4:16,22 25:12 29:14,17 five 4:23 6:10 8:11 28:18 five-year 8:5,6,9,17 9:1,15 10:2 10:7 folks 19:7 follow 18:12 following 3:1 21:16 foregoing 35:9 form 4:22 forth 23:9 forward 7:8 19:3 21:2 23:7 24:2 25:6 26:3 27:4 frame 10:2 12:8 framing 8:12 full 32:11 full-time 9:10 fund 13:8 18:22 19:5,13,14 20:10 21:1 funding 15:10 20:21,22,24 25:20 26:4,6,9,24 funds 13:7 22:10	Garden 1:9 5:8,13 general 2:4 4:8 6:13 gentlemen 3:22 give 18:23 given 4:20 18:20 31:6 35:12 go 9:7 11:5 12:10 16:17 going 9:5 16:6 17:7 19:3 21:2 23:7,9,10,19 28:19 28:20,22 32:24 33:8 Good 3:21 6:19 great 16:5 21:3 grow 16:20,22 growth 23:5,12,18 guaranteed 27:18 guards 12:23 guess 28:2,6 guided 25:9	Illinois 1:9 5:3,9,13,17 35:1,7 35:21 immediate 3:15 important 18:8 improvements 7:9 in-kind 22:9,14 incentives 12:4 include 8:17 9:18 included 7:2,4,22 8:7 11:22 14:6 14:10 16:13 includes 10:15 14:24 including 7:13 inclusive 17:22 increase 8:13 11:7,22 15:1,6,9 25:20 26:4,6 30:1 increased 11:14,16 12:16 increases 8:10,16 11:15 increasing 16:6	job 20:4 jobs 17:4 joining 3:20 Joseph 2:4 6:12 July 8:22	<hr/> K <hr/>
<hr/> L <hr/>			<hr/> H <hr/>	<hr/> L <hr/>		
			hand 23:13 32:13 hands 22:18 happening 30:8 happens 22:8 hard 17:9 hard-to-staff 12:4 harmless 32:22 head 28:10 hearing 1:3 3:5,8,8,16,18 4:1,5 4:7 5:9,11,14,23 6:22 31:20 32:1 34:2,3 35:9,12 hearings 4:15 5:6 10:12	in-kind 22:9,14 incentives 12:4 include 8:17 9:18 included 7:2,4,22 8:7 11:22 14:6 14:10 16:13 includes 10:15 14:24 including 7:13 inclusive 17:22 increase 8:13 11:7,22 15:1,6,9 25:20 26:4,6 30:1 increased 11:14,16 12:16 increases 8:10,16 11:15 increasing 16:6	keep 3:16 key 7:6 kind 32:19 know 16:4 17:6,10,19,20,23 26:8,8,12,12,13,15 27:9 28:10 30:4 32:17,24 33:5 known 4:17 5:2 25:20 30:15	<hr/> L <hr/>
					labor 11:14 ladies 3:21	



language
7:20 9:4
large
27:8
largely
19:7
largest
7:11,12
LaTANYA
2:2 6:13
Latinos
16:12
learner
9:4
learners
7:20
leaving
3:13
left
3:15
level
1:9 5:8,13 24:15 28:21
levels
9:14
liability
13:19 22:7 24:21,22
License
1:24
limited
17:7
line
11:12 21:6,24 25:14,17
lines
25:9,12
little
11:5,13 18:23
living
9:9
lobby
4:11
look
25:12
looking
11:12 25:8
Loop
5:7,12
loss
11:2 16:11 26:1 28:24
lost
15:11
lot
27:5 33:1
lower
9:5,12
LSC
32:9
LUCINO
1:16
LUISIANA
1:19

M
M
1:23 35:5
Madam
4:4
Madison
1:8 4:11 5:8,12
main
3:12
maintaining
9:13
major
7:4 9:17

make-up
32:18,20 33:13,19
making
17:5,21 32:16
managers
7:18 8:20 12:6
match
22:19
material
10:16 14:4,8 15:14
Matt
18:1,2
matter
1:8
McDADE
2:2 6:13
MEABF
11:3 13:8,12,19 14:3
14:14,16 15:9 18:23
20:16 25:24
mean
26:23
means
29:9
meeting
7:2 12:12 16:3 33:14
MELENDEZ
Member
5:24 6:1,4,5,6,7 16:2
18:4 28:2,13,15,22
31:3
member's
18:14
members
1:12 3:23 5:22 6:10,20
33:23
membership
19:19
mentioned
15:12
Miguel
1:10,13 3:22 5:19
million
7:15,19 9:18,20,21
10:20,23 11:1,7,8,10
11:13,16,18 12:1,3,6
12:15,17,21 13:10,14
13:16 14:3,6,13,21
15:7,8,9,18,18 21:4
21:24 22:4 23:20,23
24:1,7,11,12,13,16
25:2,18,24 26:6
28:14,19,21 30:9,11
30:19
minutes
31:23
missing
33:1
money
22:18
Morales
1:23 35:5
Moriarty
2:4 6:12
move
17:1
moving
7:8 24:1,6,7 25:5 26:3
27:4,5
multi-year
7:16
Municipal
13:7

Murphy
32:10

N
name
32:4,8
necessarily
27:4
need
3:17
needs
9:3
negotiation
8:2
net
15:20 17:22
new
14:22
newspaper
4:8
nonCPS
20:24
nonmaterial
13:20 14:12 15:16
normal
23:19
North
5:2
note
3:10 5:21 20:17 31:19
notes
3:9 35:10
notice
4:5,7,12,15,15,19
November
1:5 4:11,13 5:7,17 18:3
18:10 33:14 35:15
number
16:6 20:12,15
numbers
15:19,22
nurses
7:17 12:2,5
nursing
8:19

O
o'clock
3:3 34:4
obviously
10:4 16:4 26:10,24
28:11
occurs
32:3
office
4:10,24 5:8,12 17:19
19:9
Officer
2:3,5 6:14,15 35:5
officers
3:19
officials
16:4
offsetting
13:16 14:11 22:4
Okay
20:6 24:3 29:13,21
31:8
one-year
23:22 26:1 29:15,19
ones
19:16,17
ongoing
21:19,21

operating
2:5 6:15 7:3 14:22,24
15:3,20 22:13
operation
15:23
opportunities
17:7,8,8,10
opportunity
30:9,18
order
31:24
organization
22:20 32:12
original
7:1,22 8:3,15 11:9
12:20 15:3 28:14
outright
25:4
outs
30:18
outside
3:14
overall
12:8 14:17 22:13
overview
10:6

P
p.m
1:10 3:3 5:10,10,11,11
5:14,14,15,16 31:21
31:21 32:3 34:4
paid
22:20 23:15
Pardon
15:22
parent
32:9,10
part
7:7 8:16,22,23 11:9
12:11,13,24 13:2
14:15,16 15:15 17:5
17:17,17 19:7,9,13
20:9,19,20 22:12,24
23:5,14,15,21 30:5
participants
19:2 20:16
particular
23:4
parts
27:5
Passage
17:3
passed
6:24 8:3,8 29:7
passing
30:4
pay
24:20
paying
21:14 25:3
payment
13:22 22:9 27:15
payments
13:11,18
pension
11:3 13:6,8,15 18:22
19:5,13,14 20:3,22
22:7 24:19,23 27:14
pensions
13:4
people
17:12 20:2
percent
8:13,14,15 11:19,22,23
12:18,20
percentage
33:9
performing
7:14
person
32:2
perspective
17:16
pick
23:6
picking
19:17 21:5 23:19
picture
30:12
piece
10:8 22:6 23:3 24:17
24:19,20 25:1 30:17
pieces
10:9 13:1,6
pipeline
9:24 12:4 16:16,23
17:5,17,23
pipelines
16:20
place
5:15 12:10
placed
9:3
plan
17:2 24:1
planned
16:17
planning
23:24
please
3:10,13,18 4:4 6:18
31:17 32:4,7
point
16:15 23:1 26:11 27:5
points
3:9
portion
13:18 21:12 22:5 24:23
31:6
positions
7:18 8:19 9:2,7,12 16:7
17:1
possible
27:8
posted
4:9,12
potentially
17:4,13 23:11
pre-K
7:12
precedent
28:12
prediction
28:7
prepared
4:21
present
2:1 5:22 6:11 7:7 17:20
27:4 30:20
presentation
6:17 15:24 18:20
presented
13:2
presenting
10:8,12 26:14 30:5
President
1:13,14 3:4,21 4:6 5:19

8:13,14,15 11:19,22,23
12:18,20
percentage
33:9
performing
7:14
person
32:2
perspective
17:16
pick
23:6
picking
19:17 21:5 23:19
picture
30:12
piece
10:8 22:6 23:3 24:17
24:19,20 25:1 30:17
pieces
10:9 13:1,6
pipeline
9:24 12:4 16:16,23
17:5,17,23
pipelines
16:20
place
5:15 12:10
placed
9:3
plan
17:2 24:1
planned
16:17
planning
23:24
please
3:10,13,18 4:4 6:18
31:17 32:4,7
point
16:15 23:1 26:11 27:5
points
3:9
portion
13:18 21:12 22:5 24:23
31:6
positions
7:18 8:19 9:2,7,12 16:7
17:1
possible
27:8
posted
4:9,12
potentially
17:4,13 23:11
pre-K
7:12
precedent
28:12
prediction
28:7
prepared
4:21
present
2:1 5:22 6:11 7:7 17:20
27:4 30:20
presentation
6:17 15:24 18:20
presented
13:2
presenting
10:8,12 26:14 30:5
President
1:13,14 3:4,21 4:6 5:19

5:21 6:2,3,8,9,16,19
16:1 18:1,7,14,17,19
20:1,6,8,13,20 21:10
21:18,22,23 22:21
23:1,8,18 24:3,5,9,10
25:7,17 26:17,20,22
27:7,12,22,24 28:1
29:3,5,13,18,21,22
30:21,24 31:8,12,14
31:17 32:6 33:11,13
33:20,22
presiding
1:11
pretty
26:21
previous
15:13 28:15
previously
14:5 18:21 21:4 29:7
primarily
11:19
primary
3:10 10:18
principal
4:10
probably
17:3 32:24
procedure
4:5
proceed
6:18 31:12,15 32:4
proceedings
1:7 3:2 35:8,11
process
16:9 17:23
program
9:4 16:22
programming
7:13 9:20
programs
10:1 16:20 17:17
progress
7:6
proper
17:13
provides
14:17
provisions
4:2
public
4:7,14,15,18,19,23 5:2
5:5,7,12 28:4,11
31:13,15,20 32:13,16
33:21
publicly
18:5
published
4:7,15
pulls
21:6
purpose
4:1

Q
qualify
17:3
quality
7:13 32:23 33:10
question
16:2,14 18:2,8,9,15
20:19 21:3 25:7
27:24 28:18,23 29:4
29:5,17
questions



16:1 18:17 24:4 27:23 31:9 33:23 quorum 6:11	30:8 remains 26:7 rep 32:9 replenishing 16:10 REPORT 1:7 reported 1:23 35:8 reporter 35:6,21 representative 22:6 representatives 9:10 33:7 represents 13:13 24:13 requests 32:21 required 33:9 resources 22:12 respond 28:17 responded 18:15 response 18:8 rest 25:22 restrooms 3:14 restructured 9:22 12:1,21 result 10:11 retain 9:23 revenue 11:2,8 13:17,24 14:7 14:11 15:5,18 22:4 22:14,17 23:17 30:3 revenues 13:14 14:22 review 21:24 reviewing 6:20 Revuluri 1:14 6:2,3 18:19 20:1,6 20:8,13,20 21:10,18 21:22 24:5,10 25:7 25:17 26:20 27:24 29:5,13,18,21 right 3:13 18:1 23:12 25:8 26:8,19 27:3,9,21 29:11 31:5,7 33:22 Rivera 2:5 6:14 RMR 1:23 Roberta 31:13 32:7 Roberto 32:9 Rome 1:15 5:24 6:1 room 1:9 3:11,13 4:10 5:9,13 roughly	25:19 28:19 <hr/> S <hr/> Safe 17:2 safety 3:6,9 Salas 31:13 32:7,8,9 33:12 savings 30:2 says 35:6 scale 12:2 19:11 scales 9:22 12:22 school 4:2 8:18,20 32:11,13 32:22 33:6 schools 4:18 5:2,7,12 7:10,21 9:3,7,11,12 12:4 16:19 32:17,22 second 5:11 13:19 29:17 Secretary 2:6 3:4 4:4,6 5:20 6:2,4 6:6,8,10 31:14,18 33:12,20 section 15:16 security 3:19 12:23 see 15:5 23:7 28:24 seeking 22:24 segment 31:13 33:21 SEIU 8:1,5 9:22 10:21 12:15 12:24 15:8 19:8 Sendhil 1:14 29:3 Sendhil's 28:23 sentiments 18:6 Service 7:24 set 16:24 35:13 share 3:9 18:6 28:4,12 short-term 11:11 15:12 29:9 30:2 shorthand 35:6,8,10,21 show 22:19 showing 23:16 sic 8:10 side 12:10 13:20 14:1 15:7 15:18,19 16:3,21 22:16 signature 35:14 signed 32:2 significance	24:11 significant 23:4 significantly 23:16 similar 27:17 Similarly 12:14 simply 22:16 sister 19:11 site 4:12 SITKOWSKI 28:17 situations 9:9 size 9:19 12:7 27:18 slide 10:6,16 11:4 14:17 15:13 28:9 slightly 30:13 social 7:17 8:17 12:5 17:12 sorry 8:14 13:5 15:21 20:18 30:23 sort 29:6 Sotelo 1:16 6:6,7 28:13,22 31:3 source 28:13 speak 31:22 32:2 speaker 32:5,6 speakers 31:23 special 12:22 specific 10:9 19:18,21 splitting 32:19 spoken 32:2 sports 9:20 SS 35:2 staff 9:23 11:2 12:3 13:4 16:24 17:4 18:9 staffing 8:16 9:14 stand 7:18 start 3:8 starting 15:6 state 4:4 32:4 35:1,7 STEM 7:13 STENOGRAPHIC 1:7 stipend	9:12 stipends 12:22 stoppage 11:1 30:6 Street 1:9 4:11 5:3,8,12 strike 15:11 strikes 28:24 structured 19:24 student 32:10 students 9:9 33:1,2 subsequent 11:4 subsidy 11:2 15:9 24:15,17 25:24 30:8 substitute 12:3 Suite 5:3 summary 14:18 25:8 Sun-Times 4:8 support 7:5,15,19 9:20,23 11:2 12:3 13:4 16:24 17:4 sure 17:5,21 18:5,11,13 19:4 surplus 11:7 26:18 27:19 28:18 30:7 surpluses 27:6 28:5 sustainable 29:1	33:11,12,18 Thanks 32:8 thereof 4:23 thing 16:22 things 19:21 26:11 30:14 think 16:5,8 25:23 26:7,13 27:2 28:13 thinking 12:8 thoughtful 33:6 thousands 20:9 three 8:21 thresholds 9:5 tied 11:14 TIF 11:7 15:10 25:20 26:4 26:6,9,18,24 27:5,19 28:5,17 30:7 time 5:10,14 8:3 22:21,23 titles 20:5 today 3:20,24 6:22 10:12 33:17 today's 31:13 TODD-BRELAND 1:20 top 15:6 28:10 total 7:3 10:7 14:2,4,9,12,23 15:20 20:16 town 17:19 transcript 35:10 treated 19:2,3 21:7 treatment 13:21 15:17 22:1,19 treats 22:13 true 35:9 Truss 1:17 6:4,5 16:2 18:4 28:2,15 trying 18:21 29:8 tuition 9:24 two 5:5 11:15 13:3,6,6 15:19 25:9,12 31:22 32:21
				<hr/> T <hr/> take 20:17 30:18 31:5 taken 21:9 35:11 talking 19:15 teacher 12:3 teachers 7:24 9:4,21 16:10,12 teaching 9:6 12:2 17:1 temporary 9:9 tentative 4:22 8:4 9:17 10:5 11:16 12:15 term 8:8 9:2 terms 16:9,16 19:4,23 20:7 20:18 22:11 28:2,2,4 28:15 29:15,19 TESTIMONY 35:13 thank 3:4,20,23 4:6 6:15,16 21:22 27:21 31:9,10 31:11,18 32:15 33:10	<hr/> U <hr/> uncertain 25:21 26:21 underfunded 24:23 understand



18:21 24:14 understanding 21:13 23:24 25:24 26:2 27:3 understood 31:3 unfunded 13:19 22:6 24:21,22 Union 7:24 8:1 units 19:9,12 universities 16:19 update 13:20 14:4,8,12 use 3:13 30:19 utilize 30:10	we're 6:22 9:5 10:4,8 23:16 23:19,22 25:4 26:1 26:14 29:10,19 31:6 31:7 33:7,17 we've 24:15 26:23 28:18,20 28:20 web 4:12 Welcome 3:7,22 Wendell 6:18,19 17:15 18:12,16 19:4 20:4,7,11,15 21:3,13,20 22:3,23 23:3,11,21 24:13 25:16,23 26:19,23 27:10,21 28:8 29:12 29:16,20 30:3,23 31:2,11 west 1:8 4:11 5:8,12 16:3,21 WHEREOF 35:13 whichever 32:3 wide 17:22 wondering 20:23 work 10:24 17:9,12 30:6 worked 21:1 workers 7:17 8:18 12:5 17:3 www.cps.edu\budget 5:4	04:03:41 3:11 04:03:43 3:12 04:03:46 3:13 04:03:48 3:14 04:03:51 3:15 04:03:53 3:16 04:03:54 3:17 04:03:57 3:18 04:03:59 3:19 04:04:01 3:20 04:04:07 3:21 04:04:10 3:22 04:04:12 3:23 04:04:14 3:24 04:04:15 4:1 04:04:17 4:2 04:04:22 4:3 04:04:24 4:4 04:04:26 4:5 04:04:29 4:6 04:04:30 4:7 04:04:32 4:8 04:04:35 4:9 04:04:38 4:10 04:04:41 4:11 04:04:44 4:12 04:04:49 4:13 04:04:50 4:14 04:04:52 4:15 04:04:56 4:16 04:05:00 4:17 04:05:02 4:18 04:05:04 4:19 04:05:06 4:20 04:05:08 4:21 04:05:12 4:22 04:05:15 4:23	04:05:18 4:24 04:05:20 5:1 04:05:24 5:2 04:05:28 5:3 04:05:30 5:4 04:05:37 5:5 04:05:39 5:6 04:05:42 5:7 04:05:44 5:8 04:05:48 5:9 04:05:51 5:10 04:05:54 5:11 04:05:59 5:12 04:06:01 5:13 04:06:04 5:14 04:06:07 5:15 04:06:10 5:16 04:06:12 5:17 04:06:14 5:18 04:06:17 5:19 04:06:19 5:20 04:06:22 5:21 04:06:23 5:22 04:06:25 5:23 04:06:40 6:9,10 04:06:42 6:11 04:06:43 6:12 04:06:45 6:13 04:06:48 6:14 04:06:51 6:15 04:06:52 6:16 04:06:54 6:17 04:06:58 6:18 04:07:31 6:19 04:07:33 6:20 04:07:35 6:21 04:07:39 6:22	04:07:41 6:23 04:07:44 6:24 04:07:46 7:1 04:07:49 7:2 04:07:54 7:3 04:07:57 7:4 04:08:00 7:5 04:08:02 7:6 04:08:04 7:7 04:08:06 7:8 04:08:08 7:9 04:08:10 7:10 04:08:13 7:11 04:08:15 7:12 04:08:18 7:13 04:08:21 7:14 04:08:23 7:15 04:08:25 7:16 04:08:27 7:17 04:08:30 7:18 04:08:32 7:19 04:08:35 7:20 04:08:38 7:21,22 04:08:41 7:23 04:08:43 7:24 04:08:46 8:1 04:08:49 8:2 04:08:51 8:3 04:08:55 8:4 04:08:58 8:5 04:09:01 8:6 04:09:03 8:7 04:09:05 8:8 04:09:08 8:9 04:09:11 8:10 04:09:15 8:11 04:09:17 8:12	04:09:20 8:13 04:09:23 8:14 04:09:27 8:15 04:09:29 8:16 04:09:31 8:17 04:09:34 8:18 04:09:37 8:19 04:09:40 8:20 04:09:44 8:21 04:09:47 8:22 04:09:49 8:23 04:09:53 8:24 04:09:55 9:1 04:09:57 9:2 04:10:00 9:3 04:10:06 9:4 04:10:09 9:5 04:10:12 9:6 04:10:14 9:7 04:10:16 9:8 04:10:18 9:9 04:10:20 9:10 04:10:23 9:11 04:10:27 9:12 04:10:29 9:13 04:10:33 9:14 04:10:34 9:15 04:10:38 9:16 04:10:39 9:17 04:10:42 9:18 04:10:47 9:19 04:10:49 9:20 04:10:51 9:21 04:10:55 9:22 04:10:58 9:23 04:11:02 9:24 04:11:04 10:1	
V						
Valle 1:10,13 3:21,22 5:19 6:8,9,16 16:1 18:1,7 18:14,17 21:23 22:21 23:1,8,18 24:3,9 26:17,22 27:7,12,22 28:1 29:3,22 30:21 30:24 31:8,12,17 33:11,13,22 varies 26:22 various 15:5 verified 35:14 verify 29:6 version 25:3 26:2 veteran 9:21 Vice 1:14 6:2,3 18:19 20:1,6 20:8,13,20 21:10,18 21:22 24:5,10 25:7 25:17 26:20 27:24 29:5,13,18,21 view 9:15 vote 10:8	WHEREOF 35:13 whichever 32:3 wide 17:22 wondering 20:23 work 10:24 17:9,12 30:6 worked 21:1 workers 7:17 8:18 12:5 17:3 www.cps.edu\budget 5:4	X				
W						
W 35:3 wage 9:22 11:14,22 12:1,21 wages 11:18 want 31:15 32:15 wanted 18:5,5 wasn't 30:19 wave 3:18 way 30:19 31:3 we'll 6:16 10:8,12 18:2,10 21:8 27:7 31:9,12	west 1:8 4:11 5:8,12 16:3,21 WHEREOF 35:13 whichever 32:3 wide 17:22 wondering 20:23 work 10:24 17:9,12 30:6 worked 21:1 workers 7:17 8:18 12:5 17:3 www.cps.edu\budget 5:4	Y	yeah 28:11 year 4:16,22 6:24 7:16 10:22 12:10 23:2,5 23:10,10,12,16 25:5 26:3,7,15 27:9,16 28:19 29:14,17 30:11 years 8:10,11 16:11 23:20 25:15,19 26:20 28:15 28:18	04:03:26 3:4,5 04:03:29 3:6 04:03:31 3:7 04:03:34 3:8 04:03:36 3:9 04:03:38 3:10	Z	zero 29:2
		0				



04:11:06	04:12:52	04:14:40	04:16:28	04:18:34	04:20:12
10:2	11:16	13:6	14:19	16:8	17:21
04:11:09	04:12:55	04:14:44	04:16:32	04:18:36	04:20:16
10:3	11:17	13:7	14:20	16:9	17:22
04:11:13	04:12:59	04:14:46	04:16:34	04:18:40	04:20:19
10:4	11:18	13:8	14:21	16:10	17:23
04:11:14	04:13:02	04:14:49	04:16:38	04:18:43	04:20:21
10:5	11:19	13:9	14:22	16:11	17:24
04:11:16	04:13:05	04:14:52	04:16:41	04:18:47	04:20:23
10:6	11:20	13:10	14:23	16:12	18:1
04:11:20	04:13:07	04:14:54	04:16:45	04:18:50	04:20:26
10:7	11:21	13:11	14:24	16:13	18:2
04:11:24	04:13:10	04:14:57	04:16:49	04:18:51	04:20:29
10:8	11:22	13:12	15:1	16:14	18:3
04:11:27	04:13:14	04:15:00	04:16:52	04:18:55	04:20:30
10:9	11:23	13:13	15:2	16:15	18:4
04:11:29	04:13:17	04:15:03	04:16:53	04:18:57	04:20:33
10:10	11:24	13:14	15:3	16:16	18:5
04:11:31	04:13:19	04:15:05	04:16:56	04:19:00	04:20:34
10:11	12:1	13:15	15:4	16:17	18:6
04:11:33	04:13:21	04:15:08	04:17:01	04:19:03	04:20:36
10:12	12:2	13:16	15:5	16:18	18:7
04:11:35	04:13:24	04:15:12	04:17:04	04:19:05	04:20:37
10:13	12:3	13:17	15:6	16:19	18:8
04:11:39	04:13:28	04:15:14	04:17:07	04:19:11	04:20:39
10:14	12:4	13:18	15:7	16:20	18:9
04:11:42	04:13:31	04:15:16	04:17:11	04:19:13	04:20:45
10:15	12:5	13:19	15:8	16:21	18:10
04:11:45	04:13:33	04:15:20	04:17:15	04:19:15	04:20:50
10:16	12:6	13:20	15:9	16:22	18:11
04:11:48	04:13:36	04:15:23	04:17:19	04:19:18	04:20:52
10:17	12:8	13:21	15:10	16:23	18:12
04:11:50	04:13:37	04:15:25	04:17:22	04:19:22	04:20:54
10:18	12:9	13:22	15:11	16:24	18:13
04:11:53	04:13:39	04:15:28	04:17:26	04:19:25	04:20:55
10:19	12:10	13:23	15:12	17:1	18:14
04:11:54	04:13:43	04:15:30	04:17:28	04:19:28	04:20:56
10:20	12:11	13:24	15:13	17:2	18:15
04:11:56	04:13:46	04:15:33	04:17:29	04:19:30	04:20:57
10:21	12:12	14:1	15:14	17:3	18:16
04:12:00	04:13:49	04:15:38	04:17:32	04:19:33	04:20:58
10:22	12:13	14:2	15:15	17:4	18:17
04:12:03	04:13:51	04:15:42	04:17:33	04:19:36	04:20:59
10:23	12:14	14:3	15:16	17:5	18:18
04:12:06	04:13:54	04:15:46	04:17:36	04:19:39	04:21:03
10:24	12:15	14:4	15:17	17:6	18:19
04:12:08	04:13:57	04:15:48	04:17:39	04:19:41	04:21:05
11:1	12:16	14:5	15:18	17:7	18:20
04:12:12	04:14:01	04:15:51	04:17:42	04:19:43	04:21:09
11:2	12:17	14:6	15:19	17:8	18:21
04:12:15	04:14:04	04:15:53	04:17:46	04:19:45	04:21:12
11:3	12:18	14:7	15:20	17:9	18:22
04:12:18	04:14:06	04:15:56	04:17:49	04:19:48	04:21:14
11:4	12:19	14:8	15:21	17:10	18:23
04:12:21	04:14:09	04:15:57	04:17:57	04:19:50	04:21:18
11:5	12:20	14:9	15:22	17:11	18:24
04:12:23	04:14:10	04:15:59	04:18:01	04:19:53	04:21:23
11:6,7	12:21	14:10	15:23	17:12	19:1
04:12:26	04:14:14	04:16:02	04:18:07	04:19:55	04:21:27
11:8	12:22	14:11	15:24	17:13	19:2
04:12:29	04:14:17	04:16:05	04:18:12	04:19:58	04:21:30
11:9	12:23	14:12	16:1	17:14	19:3
04:12:33	04:14:20	04:16:08	04:18:18	04:19:59	04:21:32
11:10	12:24	14:13	16:2	17:15	19:4
04:12:37	04:14:24	04:16:11	04:18:22	04:20:01	04:21:34
11:11	13:1	14:14	16:3	17:16	19:5
04:12:41	04:14:27	04:16:16	04:18:23	04:20:03	04:21:39
11:12	13:2	14:15	16:4	17:17	19:6
04:12:44	04:14:29	04:16:19	04:18:27	04:20:05	04:21:41
11:13	13:3	14:16	16:5	17:18	19:7
04:12:46	04:14:33	04:16:23	04:18:31	04:20:08	04:21:44
11:14	13:4	14:17	16:6	17:19	19:8
04:12:49	04:14:38	04:16:26	04:18:32	04:20:10	04:21:47
11:15	13:5	14:18	16:7	17:20	19:9



04:21:49	04:23:20	04:24:50	04:26:29	04:28:23	04:30:01
19:10	21:2	22:17	24:7	25:20	27:10
04:21:51	04:23:21	04:24:53	04:26:33	04:28:27	04:30:03
19:11	21:3	22:18	24:8	25:21	27:11
04:21:54	04:23:23	04:24:56	04:26:35	04:28:30	04:30:04
19:12	21:4	22:19	24:9	25:22	27:12
04:21:58	04:23:25	04:24:58	04:26:38	04:28:32	04:30:06
19:13	21:5	22:20	24:10	25:23	27:13
04:22:00	04:23:29	04:25:01	04:26:40	04:28:35	04:30:11
19:14	21:6	22:21	24:11	25:24	27:14
04:22:02	04:23:32	04:25:03	04:26:42	04:28:39	04:30:15
19:15	21:7	22:22,23	24:12	26:1	27:15
04:22:05	04:23:34	04:25:05	04:26:44	04:28:42	04:30:18
19:16	21:8	22:24	24:13	26:2	27:16
04:22:07	04:23:36	04:25:09	04:26:46	04:28:43	04:30:20
19:17	21:9	23:1	24:14	26:3	27:17
04:22:09	04:23:38	04:25:10	04:26:50	04:28:46	04:30:24
19:18	21:10	23:2	24:15	26:4	27:18
04:22:12	04:23:42	04:25:12	04:26:52	04:28:49	04:30:27
19:19	21:11	23:3	24:16	26:5	27:19
04:22:15	04:23:43	04:25:15	04:26:56	04:28:51	04:30:31
19:20	21:12	23:4	24:17	26:6	27:20
04:22:17	04:23:47	04:25:18	04:26:58	04:28:54	04:30:33
19:21	21:13	23:5	24:18	26:7	27:21
04:22:21	04:23:49	04:25:20	04:27:01	04:28:58	04:30:40
19:22,23	21:14	23:6	24:19	26:8	27:22,23
04:22:25	04:23:51	04:25:23	04:27:05	04:29:00	04:30:41
19:24	21:15	23:7	24:20	26:9	27:24
04:22:26	04:23:54	04:25:25	04:27:08	04:29:03	04:30:43
20:1	21:16	23:8	24:21	26:10	28:1
04:22:28	04:23:57	04:25:26	04:27:11	04:29:06	04:30:44
20:2	21:17,18	23:9	24:22	26:11	28:2
04:22:31	04:23:58	04:25:29	04:27:15	04:29:07	04:30:47
20:3	21:19	23:10	24:23	26:12	28:3
04:22:32	04:24:01	04:25:31	04:27:17	04:29:09	04:30:50
20:4	21:20	23:11	24:24	26:13	28:4
04:22:35	04:24:03	04:25:33	04:27:19	04:29:12	04:30:52
20:5,6	21:21	23:12	25:1	26:14	28:5
04:22:36	04:24:04	04:25:37	04:27:22	04:29:15	04:30:56
20:7	21:22,23	23:13	25:2	26:15	28:6
04:22:38	04:24:06	04:25:40	04:27:24	04:29:18	04:30:59
20:8	21:24	23:14	25:3	26:16,17	28:7
04:22:39	04:24:09	04:25:42	04:27:26	04:29:19	04:31:00
20:9	22:1	23:15	25:4	26:18	28:8
04:22:41	04:24:11	04:25:44	04:27:30	04:29:22	04:31:02
20:10	22:2	23:16	25:5	26:19	28:9
04:22:42	04:24:13	04:25:47	04:27:33	04:29:23	04:31:05
20:11	22:3	23:17	25:6	26:20	28:10
04:22:44	04:24:15	04:25:52	04:27:38	04:29:25	04:31:07
20:12	22:4	23:18	25:7	26:21	28:11
04:22:46	04:24:19	04:25:54	04:27:39	04:29:26	04:31:11
20:13,14	22:5	23:19	25:8	26:22	28:12
04:22:47	04:24:22	04:25:56	04:27:42	04:29:27	04:31:13
20:15	22:6	23:20	25:9	26:23	28:13
04:22:48	04:24:25	04:25:59	04:27:49	04:29:29	04:31:15
20:16	22:7	23:21	25:10	26:24	28:14
04:22:51	04:24:26	04:26:03	04:27:53	04:29:32	04:31:16
20:17	22:8	23:22	25:11	27:1	28:15
04:22:55	04:24:28	04:26:05	04:27:56	04:29:34	04:31:18
20:18	22:9	23:23	25:12	27:2	28:16
04:23:00	04:24:31	04:26:08	04:28:00	04:29:37	04:31:24
20:19	22:10	23:24	25:13	27:3	28:17
04:23:01	04:24:33	04:26:12	04:28:01	04:29:39	04:31:26
20:20	22:11	24:1	25:14	27:4	28:18
04:23:02	04:24:38	04:26:14	04:28:05	04:29:41	04:31:29
20:21	22:12	24:2	25:15	27:5	28:19
04:23:06	04:24:41	04:26:15	04:28:12	04:29:43	04:31:34
20:22	22:13	24:3	25:16	27:6	28:20
04:23:08	04:24:45	04:26:24	04:28:14	04:29:51	04:31:38
20:23	22:14	24:4	25:17	27:7	28:21
04:23:12	04:24:47	04:26:25	04:28:15	04:29:52	04:31:52
20:24	22:15	24:5	25:18	27:8	28:22
04:23:17	04:24:49	04:26:27	04:28:18	04:29:58	04:31:54
21:1	22:16	24:6	25:19	27:9	28:23



04:31:57	04:33:39	04:35:28	04:37:08	24	75
28:24	30:14	32:8	33:21	9:19	9:11
04:32:00	04:33:41	04:35:32	04:37:10	250	
29:1	30:15	32:9	33:22	8:19	<hr/> 8 <hr/>
04:32:03	04:33:44	04:35:36	04:37:19	26	8
29:2	30:16,17	32:10	33:23	11:10 30:9,11,19	14:17
04:32:06	04:33:45	04:35:39	04:37:23	280	8:30
29:3	30:18	32:11	33:24	8:21	5:14
04:32:08	04:33:48	04:35:41	04:37:25	28th	88
29:4	30:19	32:12	34:1	7:2 8:8,24 10:4 11:9,21	28:19
04:32:09	04:33:51	04:35:43	04:37:28	14:20 26:5 27:1,11	
29:5	30:20	32:13	34:2	28:9	<hr/> 9 <hr/>
04:32:10	04:33:55	04:35:46	084-002854		90
29:6	30:21	32:14	1:24	<hr/> 3 <hr/>	28:21
04:32:14	04:33:57	04:35:49		3	950
29:7	30:22	32:15	<hr/> 1 <hr/>	5:11 8:13 10:6 11:19	5:3
04:32:18	04:33:59	04:35:51	10	11:23 12:18 31:21	97
29:8	30:23,24	32:16	7:15		11:8 26:6 27:1,9,10,12
04:32:21	04:34:01	04:35:54	100		28:14,19
29:9	31:1,2	32:17	7:20 28:21	300	
04:32:24	04:34:05	04:35:57		7:10	
29:10	31:3	32:18	11	33	
04:32:28	04:34:08	04:35:59	12:1	11:16 15:7	
29:11,12	31:4	32:19	12	35	
04:32:29	04:34:11	04:36:01	1:5 7:19	9:18	
29:13	31:5	32:20	120	<hr/> 4 <hr/>	
04:32:30	04:34:18	04:36:04	9:2	4	
29:14	31:6	32:21	12th	5:10,11 10:16 31:21	
04:32:34	04:34:21	04:36:08	5:6	4:03	
29:15	31:7	32:22	13	1:10 3:3	
04:32:38	04:34:24	04:36:14	12:21	4:37	
29:16	31:8	32:23	138	34:4	
04:32:39	04:34:26	04:36:16	13:16,24 14:10 15:18	42	
29:17	31:9	32:24	15:18 21:24 22:4	48	
04:32:41	04:34:30	04:36:19	24:7,12,20	10:20 11:13	
29:18	31:10	33:1	144	<hr/> 5 <hr/>	
04:32:43	04:34:32	04:36:23	14:21 15:1	5	
29:19	31:11,12	33:2	15	8:14,15 9:20,21 12:3	
04:32:46	04:34:33	04:36:26	11:18 12:15 15:8	5:30	
29:20	31:13	33:3	15,000	5:15	
04:32:47	04:34:41	04:36:29	14:15 20:4		
29:21	31:14	33:4	16	<hr/> 6 <hr/>	
04:32:48	04:34:42	04:36:30	8:10	6	
29:22	31:15	33:5	180	4:11,13 5:10,17 15:21	
04:32:49	04:34:48	04:36:32	8:20	32:3	
29:23	31:16	33:6	18th	6.175	
04:32:57	04:34:50	04:36:35	35:14	15:4	
29:24	31:18	33:7	198	6.2	
04:32:59	04:34:51	04:36:36	14:3,13	7:2	
30:1	31:19	33:8	<hr/> 2 <hr/>	6.319	
04:33:02	04:34:53	04:36:39	2	15:4,22	
30:2	31:20	33:9	12:6,17	6.32	
04:33:06	04:34:56	04:36:42	2.5	14:24 15:21	
30:3	31:21	33:10	11:22 12:20	6:30	
04:33:08	04:35:00	04:36:45	20	5:14,16	
30:4	31:22	33:11	7:22	60	
04:33:12	04:35:02	04:36:46	2016	11:1 13:10,14 14:6	
30:5	31:23	33:12	28:20	15:9 21:4 23:20,23	
04:33:17	04:35:04	04:36:47	2019	24:1,6,11,13,16 25:2	
30:6	31:24	33:13	1:5 4:11,13 5:7,18	25:18,24 27:13,14	
04:33:20	04:35:05	04:36:51	35:15	60602	
30:7	32:1	33:14	2019-2020	5:4,9,13	
04:33:23	04:35:07	04:36:53	4:16,22	66	
30:8	32:2	33:15	2020	11:7 26:7 27:2,3,14	
04:33:25	04:35:10	04:36:56	8:23 11:17 14:13	68	
30:9	32:3	33:16	209	10:23	
04:33:28	04:35:12	04:36:58	8:17	<hr/> 7 <hr/>	
30:10	32:4	33:17	20th	7.7	
04:33:31	04:35:14	04:37:01	10:13 12:12 18:3,10	7:4	
30:11	32:5	33:18	26:14 33:14	7.84	
04:33:34	04:35:16	04:37:05	21	14:23	
30:12	32:6	33:19	9:18 25:12		
04:33:36	04:35:19	04:37:07	22		
30:13	32:7	33:20	25:12		

