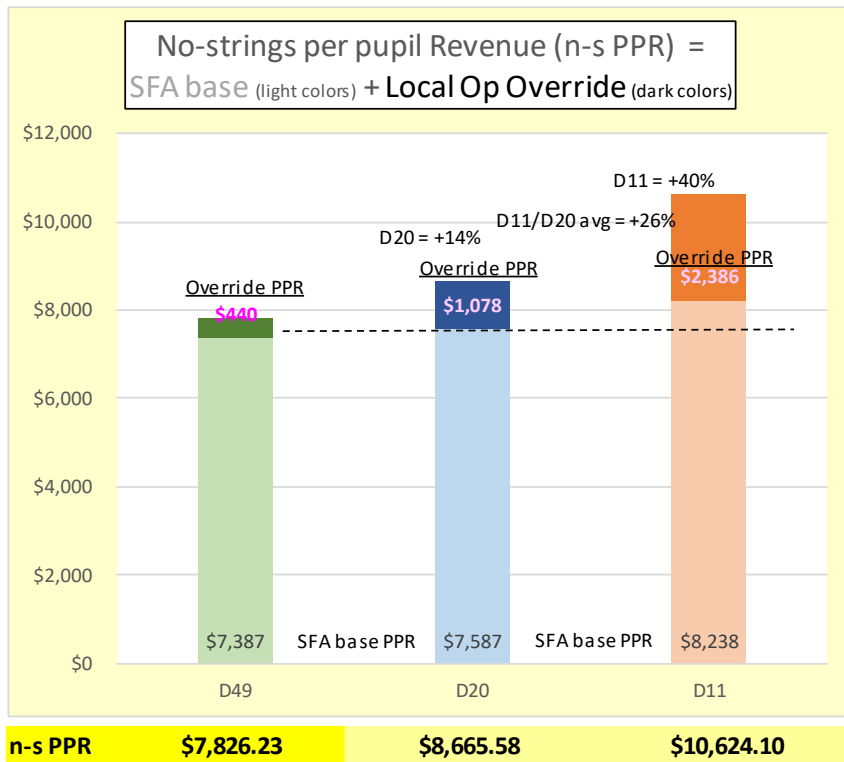


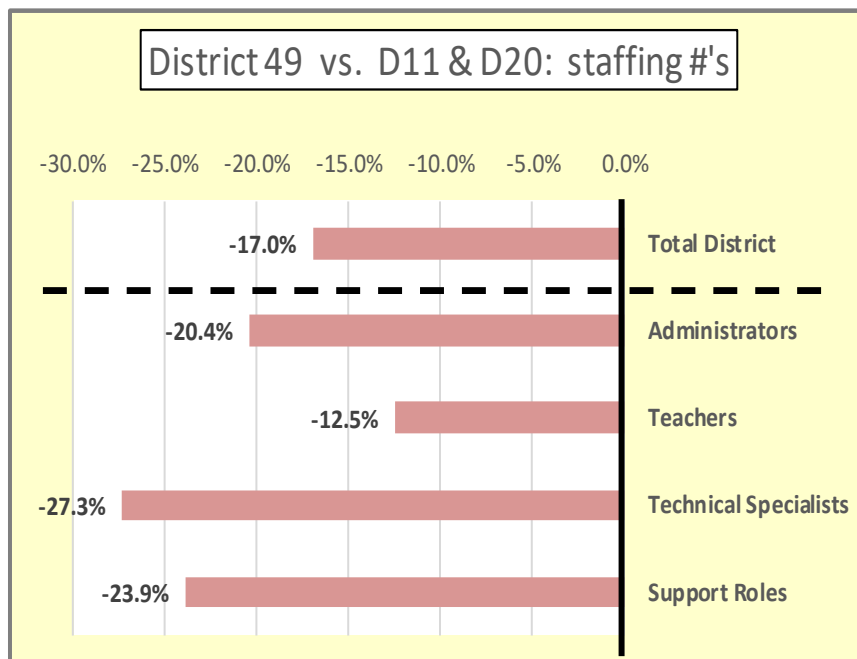
### Cause



For more than 20 years, District 49 has struggled to field an adequately sized staff and provide competitive compensation necessary to attract and retain a diverse and experienced workforce.

After sharing data with our district neighbors, and analyzing that data to ensure true comparability, the real issue comes to the fore: Local support for operations, via discretionary Mill Levy Overrides gives a material advantage to D11 and D20 over D49. MLO rates in D11 and D20 are 3-4 times D49 higher than in D49.

### Effect



The 'Effect' realized from the materially deficient revenue 'Cause' is significant disadvantage in the amount of staff retained to serve D49 students; in addition to a 14% average deficiency in average compensation for the staff that is employed; and, no, there are not too many administrators.