



Structural Deficit Reduction Plan (SDRP) Phase II Update & Organizational Restructuring

May 5, 2025



EVANSTON/SKOKIE
SCHOOL DISTRICT 65

Every Child, Every Day, Whatever it Takes

In Partnership with our New Board



School board governance is the framework that guides how decisions are made for a school district.



Establish goals
and set vision



Create and
monitor policies



Hire & evaluate
Superintendent



Make decisions based
on superintendent and
stakeholder input



SCHOOL BOARD

- Mission, vision, and goals
- Policies
- Action: Vote
- Monitoring progress



SUPERINTENDENT/DISTRICT STAFF

- Management
- Action plans
- Procedures
- Recommend and implement
- Evidence of compliance



Revisiting the Need for Phase II Budget Reductions

Evolution/Phases of Structural Deficit Reduction Plan



FY24

FY25

FY26

FY27 and

Beyond

Identification

Phase I: Immediate Cuts

Phase II: Stabilize

Phase III: Sustainability

Began in February 2024

Hiring Freeze

\$13.2M in Reductions

\$10-15M in Reductions

Identified and approved
\$6.5M in reductions for
FY25

Eliminated vacant
positions

Purchased Services
reductions

Developed SDRP
Framework (includes
stakeholder engagement)

Stakeholder Engagement
& Decision-making:
December 2024
January 2025

Goes into effect:
July 1, 2025

Stakeholder Engagement
& SDRP Committee Work:
Began February 1 and will
remain ongoing

Goes into effect:
July 1, 2026



Revisiting the Need for Budget Reductions

Our current reality (if no action taken)

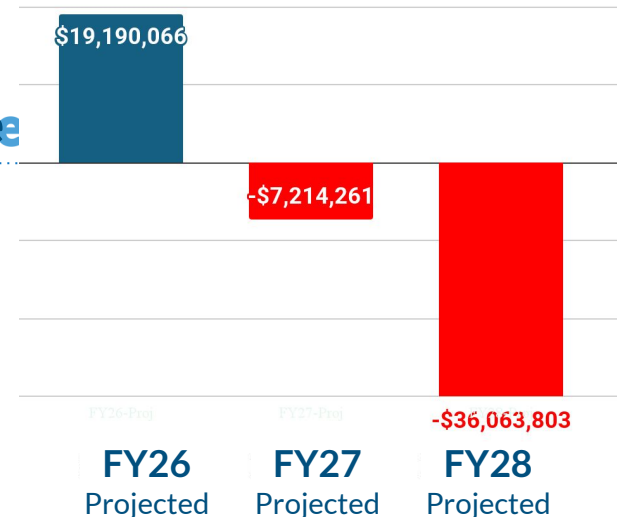
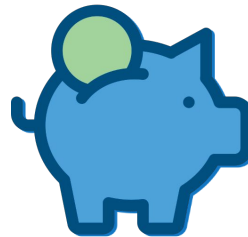
	FY21 actuals	FY22 actuals	FY23 actuals	FY24 actuals	FY25 budget	FY26 with no action
Surplus/Deficit	\$3,288,685	\$6,099,923	-\$7,918,262	-\$8,531,093	-\$13,590,541	-\$16,675,563

Projected Days Cash on Hand



FY25:	71
FY26:	36
FY27:	-13
FY28:	-63

Projected Fund Balance





SDRP Phase II Staffing Impact & Organizational Restructuring

All personnel-related reduction decisions have already been made for the 2025-2026 school year and impacted staff members have been notified.

Reminder: Focus of SDRP Phase II Reductions



Provide reductions for the FY26 school year that will:

- Minimize impact to our students
- Minimize impact to staff that directly support students
- Minimize racial inequities
- Focus on the key areas identified by the administration and approved by the Board
- Avoid short-term borrowing (TAWs) and related expenses

On January 27, 2025, the School Board approved \$13.2 million in reductions for the FY26 school year.

Position Reductions: 2025-2026 School Year



Area of Operations	Position Reductions	Position Additions	Net FTE* Reduction	Estimated Savings <i>Includes salary and benefits</i>
Central Office/Administration	32	7	25	\$3,077,660
Section Reductions	20	0	20	\$2,374,749
School-Level Non-Direct Instruction/SEL	29	0	29	\$2,094,361
Academic Skills Center Tutors	17	0	17	\$611,310
Total	98	7	91	\$8,158,080

**FTE stands for full-time equivalent position*

Detail of Central Office/Administration Position Closures



Accounting Specialist

Administrative Assistant (*DESC union - vacant*)

Administrative Assistant II (*DESC union*)

Assistant Superintendent of Safety, Climate & Athletics

Assistant Superintendent of Student Specialized Services & Supports

Building Technician (*vacant*)

Building Technician

Central Office Concierge

(2) Chief of Academics & School Management

(4) Content Facilitators (*DEC union*)

Deputy Superintendent

Director of Culture and Climate (*vacant*)

Director of Literacy

TOTAL POSITION CLOSURES: 32
(*due to resignations, honorable dismissals, or retirement*)

While all team members play an important role in student learning and smooth operations, there was an intentional focus on reducing administration/central office staff to prioritize student experience and school-based positions.

Detail of Central Office/Administration Position Closures



Director of Math
Director of Science
Director of Social Studies
Director of Training & Development
Executive Assistant to Superintendent
HR Operations Specialist
Manager of Extended Learning (*vacant*)
Manager of Prevention & Special Response
Multilingual Coordinator (*vacant*)
Multimedia Specialist
Purchasing Agent
Registration & Enrollment Clerk (*DESC union*)
SACC Assistant Coordinator
SACC Coordinator
Science & Sustainability Education Coordinator

TOTAL POSITION CLOSURES: 32 (*due to resignations, honorable dismissals, or retirement*)

While all team members play an important role in student learning and smooth operations, there was an intentional focus on reducing administration/central office staff to prioritize student experience and school-based positions.

Detail of Proposed Position Additions (reimagined roles)



Administration/Central Office Staff

Position Addition

- + Director of Humanities
- + Director of Schools Management
- + Director of STEAM
- + Director of Student Specialized Services
- + Financial and Procurement Specialist
- + Manager of Student Specialized Services and Supports
- + SACC Coordinator of Extended Learning

A primary goal in restructuring is creating efficiencies by combining responsibilities and building systems for increased productivity aligned to strategic goals and priorities.

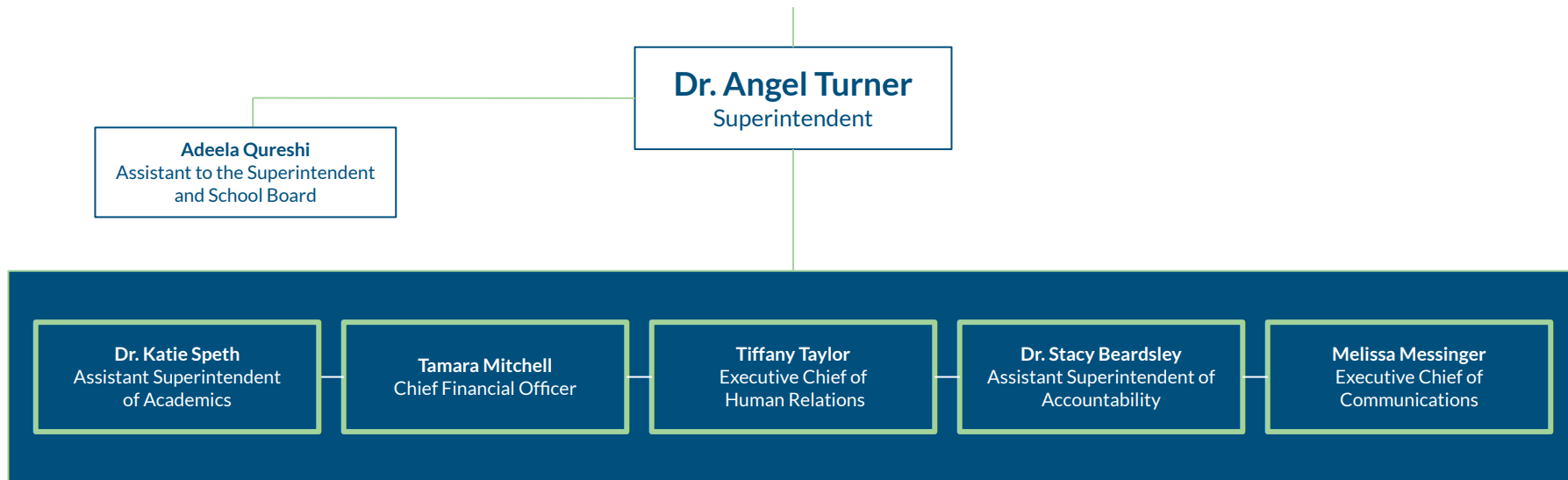
Newly created positions will absorb responsibilities from position closures to ensure continuity of important work.

We are increasing support to provide greater service to our schools in support of students with disabilities and receive individualized education services.

Streamlined District Leadership Team



BOARD OF EDUCATION



Department-level organizational charts are being finalized and will be shared with staff and our community in the coming weeks.

Section Reductions



Position Eliminated	Net FTE Reduction
Elementary Teachers	14
Middle School Teachers	2
Fine Arts, PE, & Library Teachers	4
Total	20

School level reductions were **focused first on retirement and attrition**. Reductions are necessary to balance declining student enrollment.

Estimated reductions are designed to **maintain district guidelines on class size** and are based on current student enrollment figures.

Staffing will continue to be based on changes to student enrollment and ensuring learning needs can be met.

School-Level Non-Direct Instruction/SEL



Chute Assistant Principal (*vacant as of 7/1*)

Haven Assistant Principal (*vacant*)

Nichols Assistant Principal

Dawes Assistant Principal

Lincolnwood Assistant Principal

Orrington Assistant Principal (*vacant as of 7/1*)

Dewey Instructional Coach

Kingsley Instructional Coach

Lincoln Instructional Coach

Oakton Instructional Coach

Walker Instructional Coach

Willard Instructional Coach

(17) School Concierges - (EACCP union)

TOTAL POSITION CLOSURES: 29

Shift to school-based staffing model

Shifting from a “top down” approach



Aligned with the State of Illinois Evidence-Based Funding Model for staffing structures

- Considerations of total student population
- Allows for more strategic use of resources and a greater focus on equity across the district

Consistently applied across schools, reflecting enrollment and student needs

- All schools retain robust staffing model with principal, assistant principal or instructional coach, individualized education services coordinator (*based on the number of IEPs, 504s and speech only IEPs*), social worker, health office personnel, interventionist, and guidance counselor (middle schools)

Reduction of central office personnel who provide support services to schools

- In recent years, District staff increased to support schools after pandemic.
- Strong foundation in place with shift to standards based learning and curriculum materials

Greater autonomy and collaborative opportunities for schools

- Leaders and teams will be better positioned to make decisions that are responsive to the unique needs of their students and communities.

Phase II Total Estimated Non-Personnel Reductions



Description of Reduction	Savings
Purchased Services (Non-Transportation)	\$1,634,914
Purchased Services (Transportation)	\$2,326,405
Supplies - 10%	\$432,214
Other Objects - 5%	\$370,011
Summer Learning	\$400,648
Total	\$5,164,192

Estimated Phase II Total Budget Reductions

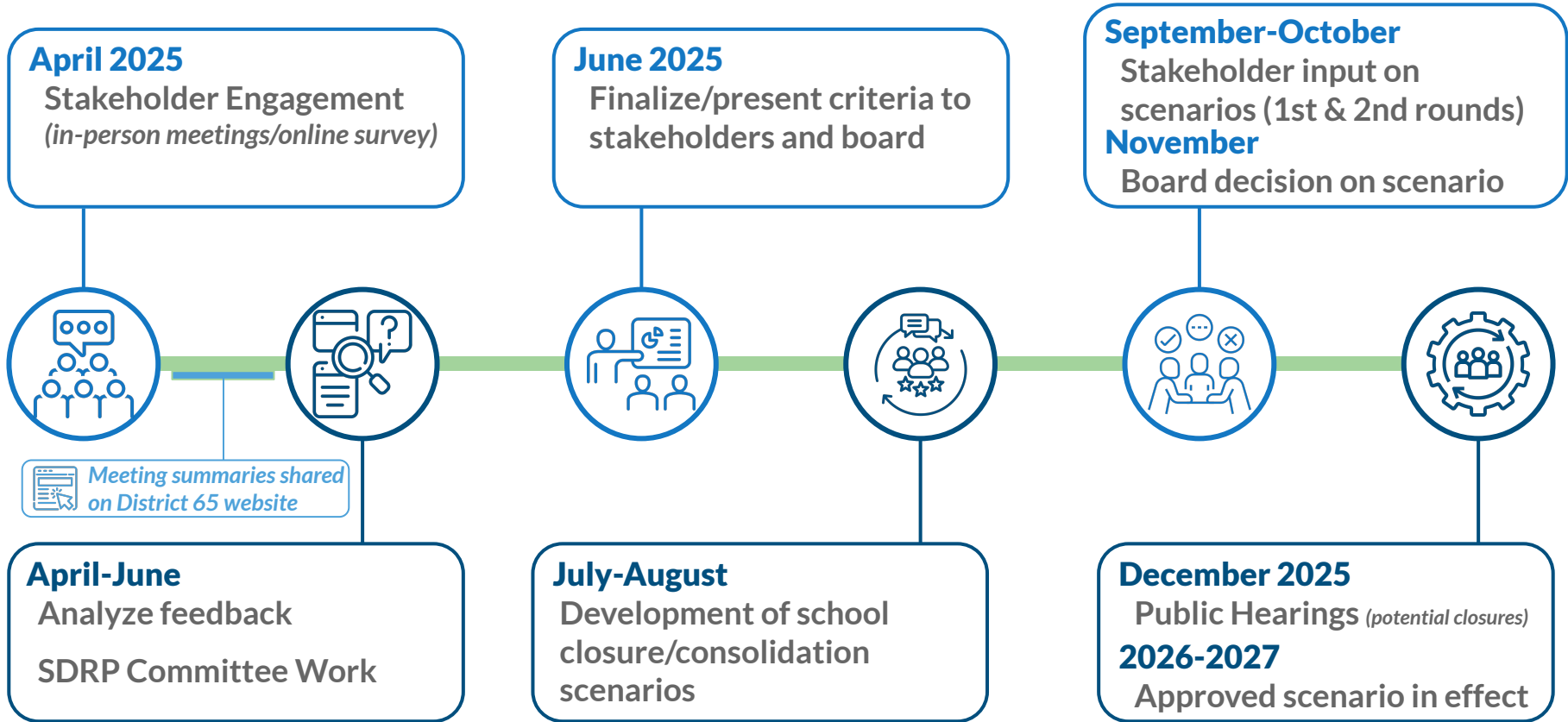


Description	Savings
Impacted Personnel: Overall Compensation Reductions	\$8,158,080
Non-Personnel: Other Expense Reductions	\$5,164,192
Total Estimated Budget Reductions	\$13,322,272



Next Steps

Next Steps: Phase III Structural Deficit Reduction Plan





Questions?
