
The Wilmette community can't afford more levy increases



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The Wilmette school district wants to continue raising property taxes to increase spending. In doing so, the board is ignoring the difficult situation Wilmette residents find themselves in, due to both local and statewide policies. In addition, new federal tax laws will make the situation even more difficult for Wilmette residents.

The board cannot afford to operate in a vacuum. That can lead to even more harm to the community and its residents. Here's why:

- 1. Locally:** Resident incomes and property values haven't recovered since the Great Recession and they've failed to keep pace with their growing property tax bills. In the meantime, school district salaries and pensions continue to rise to levels that are no longer affordable to the residents that pay them.

Illinoisans already pay the highest property taxes in the nation.
- 2. Statewide:** Failed policies, taxes and bad governance are chasing residents and businesses out of Illinois, destroying the state's tax base. Illinois has shrunk for three consecutive years and is leading the country in the outmigration of residents. Wilmette property values and resident incomes are not immune to those problems.
- 3. Federally:** New tax laws on state and local tax deductibility, as well as limits in mortgage interest deductions, will have a negative impact on Wilmette and North Shore property values.

Taxes, property values and incomes in Wilmette

Pain for Wilmette homeowners since end of Great Recession



The taxes paid by Wilmette residents and businesses to the school district have grown by 37 percent since end of the Great Recession. ([CAFR pages 94 and 95](#))

WILMETTE PUBLIC SCHOOLS DISTRICT 39
Schedule Of Property Tax Rates, Extensions And Collections
Last Ten Tax Levy Years

	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Total levies extended	\$ 51,610,198	\$ 50,788,635	\$ 49,994,995	\$ 48,823,634	\$ 47,794,442	\$ 46,147,685	\$ 45,264,648	\$ 37,626,515	\$ 37,255,568	\$ 35,556,190



1 Tax levy up by 37 percent since end of Great Recession

Pain for Wilmette homeowners since end of Great Recession



In contrast, property values have fallen by 17 percent during that time. ([CAFR page 89](#))

WILMETTE PUBLIC SCHOOLS DISTRICT 39
 Equalized Assessed Valuation And
 Estimated Actual Value of Taxable Property
 Last Ten Tax Levy Years

Tax Levy Year	Equalized Assessed Valuation	Amount of Increase Over Previous Year	Percentage Increase Over Previous Year	Actual Estimated Value *
2016	\$ 1,817,523,158	\$ 367,008,430	25.30%	\$ 5,452,569,474
2015	1,450,514,728	(39,382,603)	-2.64%	4,351,544,184
2014	1,489,897,331	21,561,536	1.47%	4,469,691,993
2013	1,468,335,795	(167,395,826)	-10.23%	4,405,007,385
2012	1,635,731,621	(126,033,841)	-7.15%	4,907,194,863
2011	1,761,765,462	(195,117,005)	-9.97%	5,285,296,386
2010	1,956,882,467	(236,060,475)	-10.76%	5,870,647,401
2009	2,192,942,942	136,215,129	6.62%	6,578,828,826
2008	2,056,727,813	132,170,859	6.87%	6,170,183,439
2007	1,924,556,954	110,206,354	7.28%	5,773,670,862

2

Property values down by 17 percent since end of Great Recession

Tax rates up significantly since Great Recession



Those higher taxes and lower property values have pushed up effective tax rates by 65 percent since 2009 ([CAFR, page 90](#)).

WILMETTE PUBLIC SCHOOLS DISTRICT 39
 Property Tax Rates - All Direct And Overlapping
 Governments
 Last Ten Tax Levy Years

Taxing District:	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Cook County	0.5330	0.5520	0.5680	0.5600	0.5310	0.4620	0.4230	0.3940	0.4150	0.4460
Cook County Forest Preserve	0.0630	0.0690	0.0690	0.0690	0.0630	0.0580	0.0510	0.0490	0.0510	0.0530
Suburban Tb Sanitarium	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Consolidated Elections	0.0000	0.0340	0.0000	0.0310	0.0000	0.0250	0.0000	0.0210	0.0000	0.0120
New Trier Township	0.0490	0.0580	0.0550	0.0540	0.0470	0.0420	0.0370	0.0300	0.0310	0.0310
New Trier General Assistance	0.0070	0.0080	0.0070	0.0070	0.0060	0.0050	0.0040	0.0030	0.0030	0.0030
Metro Water Reclamation District	0.4060	0.4260	0.4300	0.4170	0.3700	0.3200	0.2740	0.2610	0.2520	0.2630
North Shore Mosquito Abatement District	0.0100	0.0120	0.0110	0.0070	0.0100	0.0100	0.0090	0.0080	0.0080	0.0080
New Trier High School District #203	1.9740	2.3800	2.2680	2.1110	1.8640	1.6740	1.4740	1.2370	1.2900	1.2990
Oakton Community College #535	0.2310	0.2710	0.2580	0.2560	0.2190	0.1960	0.1600	0.1400	0.1400	0.1410
Wilmette Park District	0.4180	0.5180	0.5460	0.5480	0.4930	0.4510	0.3900	0.3320	0.3480	0.3600
Village of Wilmette	0.9070	1.0780	1.0150	0.9970	0.8670	0.7780	0.6740	0.5810	0.5930	0.5970
Wilmette Public Library District	0.3160	0.3950	0.3810	0.3810	0.3350	0.3020	0.2660	0.2300	0.2410	0.2450
Total overlapping rate	4.9140	5.8010	5.6080	5.4380	4.8050	4.3230	3.7620	3.2860	3.3720	3.4580
Wilmette Public School District No. 39	2.8400	3.5014	3.3556	3.3251	2.9219	2.6194	2.3131	1.7158	1.8114	1.8475
Total direct and overlapping rate	7.7540	9.3024	8.9636	8.7631	7.7269	6.9424	6.0751	5.0018	5.1834	5.3055



**Tax levy rate up by 65
 percent since end of Great
 Recession**

Residents pay more than just SD 39 taxes

Wilmette SD 39's property taxes aren't the only taxes Wilmette residents pay for. They also pay taxes for New Trier HSD 203, the village of Wilmette, Cook County and other local governments. None of those governments coordinate with each other to minimize a resident's tax bill. Instead, they often compete.

Wilmette residents' property tax bill split among a dozen governments

How \$1 dollar of a home's taxes are split between local governments



2018 tax increase examples

- New Trier HD 203 (Dec) [3.82% levy increase](#)
- Village of Wilmette (Dec) [3.95% levy increase](#)
- State of Illinois (July) [32% income tax hike](#)

Note: Tax bill for Wilmette residents within the boundaries of SD 39

Source: City of Wilmette Proposed Budget, 2018

Per capita income growth is negative in Wilmette

Wilmette per capita incomes have also lost value since the end of the Great Recession, down by 3.5 percent ([CAFR, page 101](#)). To make matters worse, inflation rose by 10 percent since 2009.

In total, that means inflation-adjusted per capita incomes are down by 13.5 percent in Wilmette.

WILMETTE PUBLIC SCHOOLS DISTRICT 39
Demographic And Miscellaneous Statistics
Last Ten Calendar Years

Year	Population	Personal Income (<i>thousands of dollars</i>)	Per Capita Personal Income
2017	27,219	\$ 1,876,832	\$ 68,953
2016	27,413	1,839,851	67,116
2015	27,446	1,841,325	67,089
2014	27,383	1,878,802	68,612
2013	27,294	1,950,975	71,480
2012	27,206	1,887,090	69,363
2011	26,300	1,772,804	67,407
2010	26,300	1,784,797	67,863
2009	26,418	1,886,958	71,427
2008	26,435	1,888,173	71,427

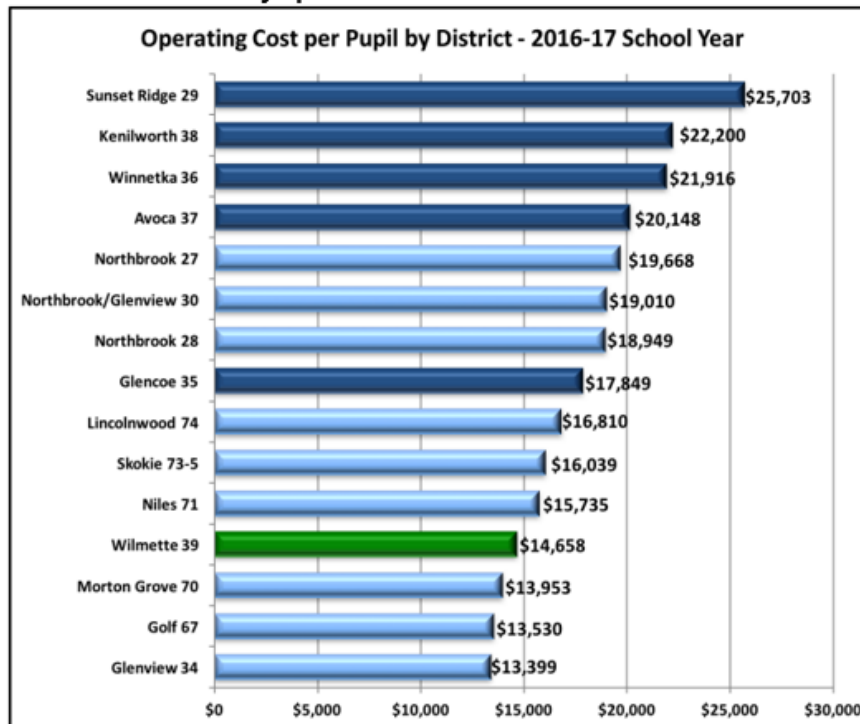
Per capita incomes down by 3.5 percent since end of Great Recession

Wilmette SD 39 spending

SD 39 spends less than its neighbors...

Proponents of higher property taxes like to [point to](#) the fact that Wilmette spends less per student than the other New Trier feeders...

Graphic on page 12 of Wilmette SD 39 superintendent's Nov. 13, 2017 levy update to the Board of Education



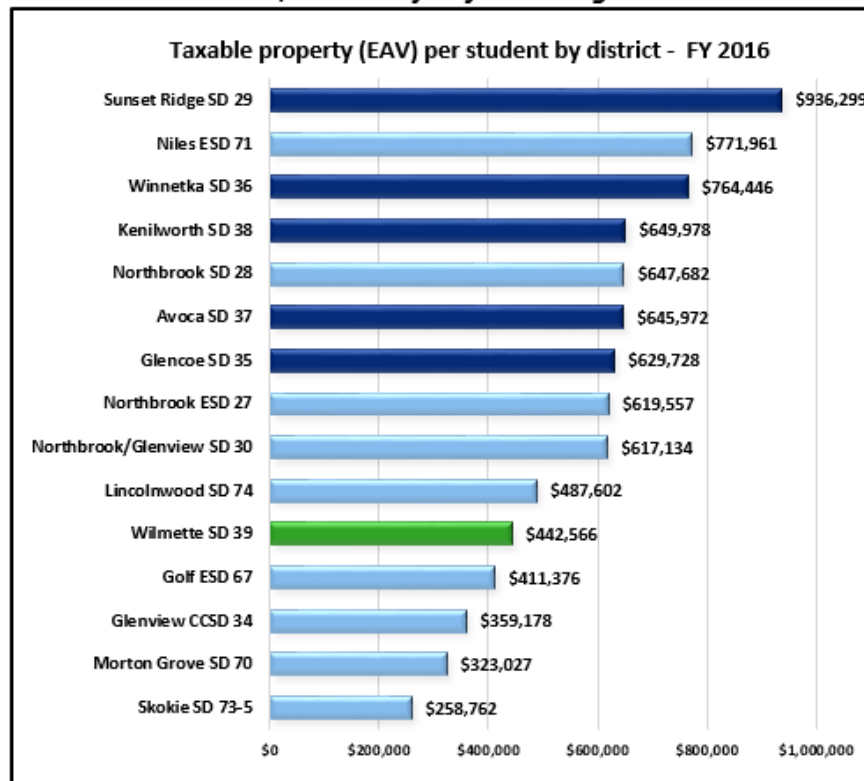
Source: Nov. 13, 2017 Levy Update, Wilmette SD 39 Office of the Superintendent

...because it has significantly less property wealth per student



...but they ignore the fact that Wilmette has significantly [less property wealth](#), on a *per student basis*, than a majority of its neighbors. It's the major reason Wilmette spends less.

Wilmette has significantly less property wealth, on a per student basis, than a majority of its neighbors



Source: Illinois State Board of Education



To spend like Winnetka, Wilmette SD 39 needs a 50% tax hike



For example, Wilmette has \$443,000 of [taxable property per student](#) in its district. Winnetka, in comparison, has \$764,000 of property wealth per student, or 73 percent more. For the same tax rate, Winnetka can generate much more in taxes per student.

If Wilmette wants to spend the same per-student amount as Winnetka, the Wilmette school district would have to hike its tax rate by 50 percent.

Wilmette SD 39 peer districts spend more because they have more property wealth

District Name	Taxable property wealth per student (EAV per student)	Operating expense per student	How much more property wealth compared to Wilmette	How much more spending per student compared to Wilmette	Operating tax rate, 2014
Sunset Ridge SD 29	\$936,299	\$25,703	112%	75%	2.98
Winnetka SD 36	\$764,446	\$21,916	73%	50%	2.92
Kenilworth SD 38	\$649,978	\$22,200	47%	51%	3.65
Avoca SD 37	\$645,972	\$20,148	46%	37%	2.78
Glencoe SD 35	\$629,728	\$17,849	42%	22%	3.16
Wilmette SD 39	\$442,566	\$14,658	--	--	3.26

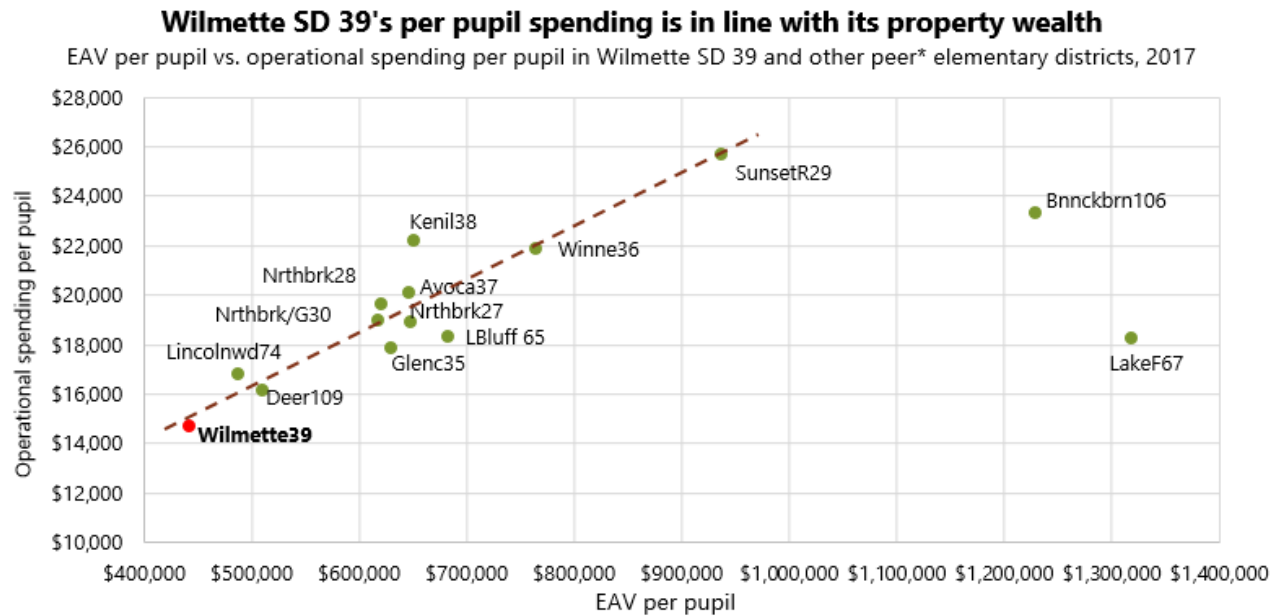
Source: Illinois State Board of Education, 2016



Wilmette SD 39 spending in line with its wealth



The relationship between [property wealth](#) and [spending](#) shows that Wilmette spending is in line with its relative property wealth.



*Neighboring elementary districts with a student poverty ratio below 15%
 Note: Trendline excludes outliers Bannockburn SD 106 and Lake Forest SD 67
 Source: Illinois State Board of Education



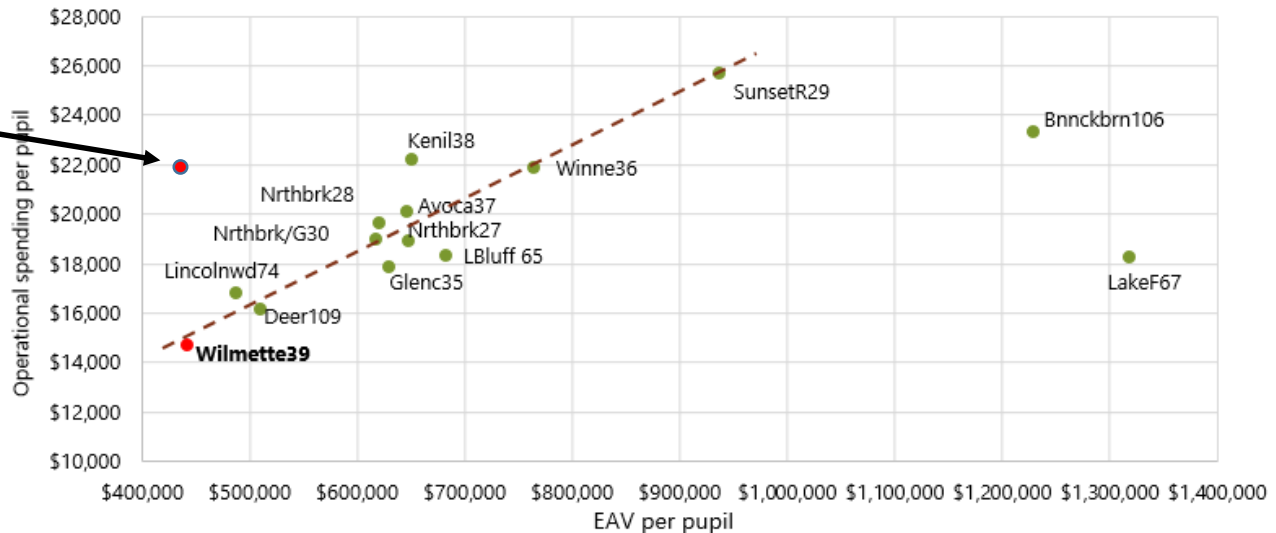
Wilmette SD 39 spending in line with its wealth

Wilmette 39 would be way out of line with its [property wealth](#) if it spent at Winnetka's level. And to get to Winnetka's level, Wilmette would have to raise its property taxes by 50 percent.

Wilmette 39 would be way out of line with its property wealth if it spent at Winnetka's level. To get to Winnetka's level, Wilmette would have to raise its property taxes by 50 percent

Wilmette SD 39's per pupil spending is in line with its property wealth

EAV per pupil vs. operational spending per pupil in Wilmette SD 39 and other peer* elementary districts, 2017



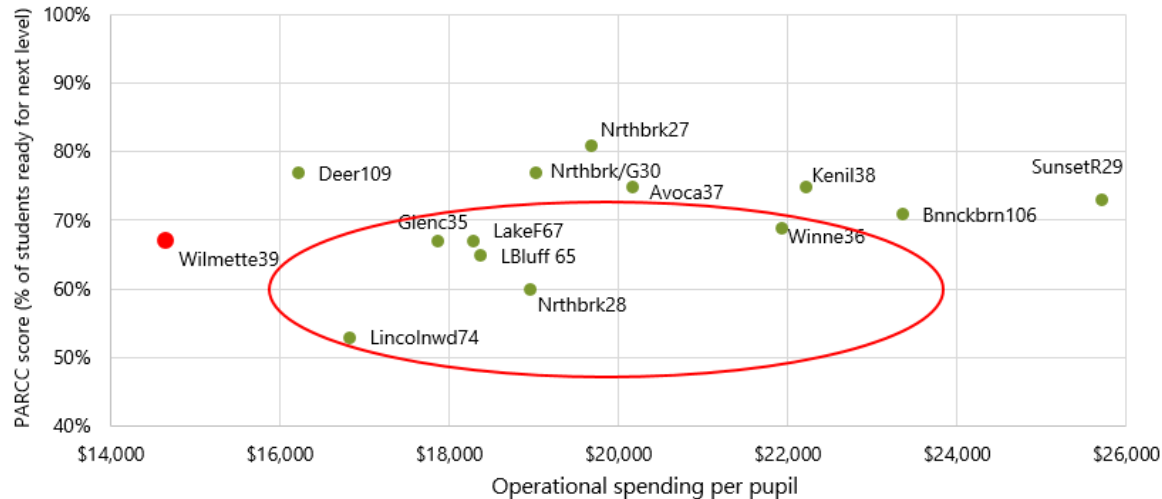
*Neighboring elementary districts with a student poverty ratio below 15%
 Note: Trendline excludes outliers Bannockburn SD 106 and Lake Forest SD 67
 Source: Illinois State Board of Education

Higher spending doesn't guarantee higher scores

Peer districts Lincolnwood SD 74, Glencoe SD 35, Lake Bluff SD 65, Winnetka SD 36 and others spend more than Wilmette, yet their students don't score better on the [PARCC](#) exam.

Higher spending doesn't guarantee higher PARCC scores among Wilmette peers

Operational spending per pupil vs PARCC score in Wilmette SD 39 and other peer* elementary districts, 2017



*Neighboring elementary districts with a student poverty ratio below 15%
Source: Illinois State Board of Education

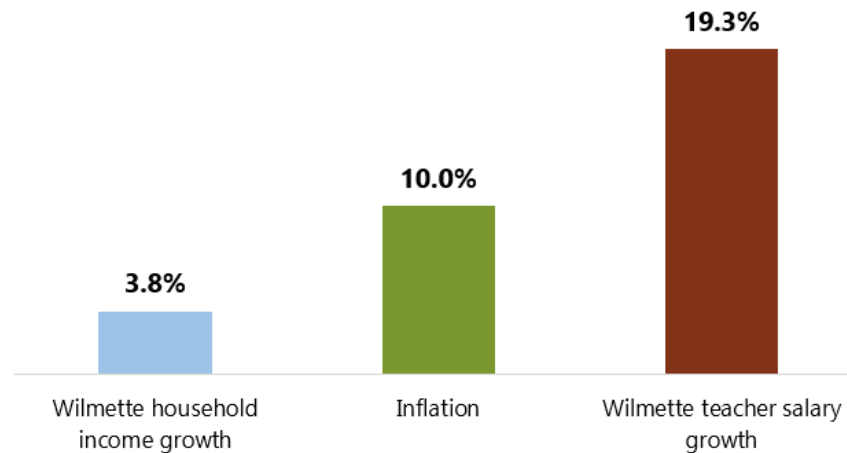
District's growing salaries/benefits out of sync with residents' ability to pay for them

Growth in Wilmette teacher salaries

Wilmette [teacher salaries](#) have grown almost double the rate of inflation since 2009, while Wilmette [household incomes](#) have lost ground to inflation. Salary increases not only impact current district costs, they also boost teacher pension benefits.

School district salaries have grown far faster than private sector household incomes in Wilmette

Total growth in median Wilmette household incomes, inflation and average SD 39 teacher salaries between 2009 and 2015



Source: U.S. Census Bureau, Illinois State Board of Education

Unused sick leave benefits out of sync

Teachers can accumulate and redeem their unused sick leave in exchange for up to two years of service credit. That can boost the lifetime pension benefit of an average career teacher by [as much as \\$160,000](#). That benefit is no longer affordable to Wilmette residents.

Of Wilmette's 230 retired teachers, 65 percent boosted their pension benefits with unused sick leave, according to a TRS FOIA.

A. Sick Leave

1. Each Bargaining Unit Member shall be entitled to a total of sixteen (16) days of sick leave with full pay per school term during the first ten (10) years of District service. Beginning with the eleventh (11th) year of District service each member shall be entitled to seventeen (17) days per year of sick leave. Beginning with the twentieth (20th) year of District service each member shall be entitled to eighteen (18) days per year of sick leave. Unused sick leave shall accumulate up to three hundred seventy-six (376) days. Sick leave shall be interpreted to mean illness, quarantine at home, or serious illness in the immediate family for which purposes of this section shall include: spouse, domestic partners, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, parents or others residing in the household.

Source: [Wilmette SD 39 WEA Contract 2016-2019](#), page 19.

District health insurance benefits largely paid for by residents



On average, the school district – and by extension Wilmette residents – pay for 70 to 95 percent of Wilmette teacher health insurance premiums.

Wilmette residents, in contrast, continue to pay ever-higher premiums and deductibles under the Affordable Health Care Act.

G. Insurance Benefits

1. During the term of this Collective Bargaining Agreement, the Board will contribute towards each full-time teacher's selected coverage under the District's group health insurance benefits plan on the following basis:

<u>Type of Plan</u>	<u>Board Percentage Payment of Premium</u>
HMO Single	95% of premium cost
HMO Family	75% of premium cost (85% for married couples both of whom are Bargaining Unit Members)
PPO (HDHP) Single	85% of premium cost
PPO (HDHP) Family	70% of premium cost (80% for married couples both of whom are Bargaining Unit Members)

Source: [Wilmette SD 39 WEA Contract 2016-2019](#), page 40.

District salaries spiked at end of career, lead to higher pensions



Qualified teachers receive a built-in salary spike – automatic 5 percent increases for 5 years in a row – upon announcing their retirement.

That overall 25 percent salary increase boosts a career teacher’s pension lifetime benefit by \$240,000 when compared to a 10 percent raise over the same period.

B. Retirement Longevity Payment

1. Retirement Notice and Payments

For teachers who qualify under this retirement benefits plan and provide five (5) years advance notice, the Board shall grant the teacher increases on the prior year’s base salary of five percent (5%) per year for each of the teacher’s final five (5) school years prior to retirement. If the teacher provides four (4) years advance notice, the Board shall, for the last four (4) years of service immediately preceding retirement, increase the teacher’s base salary by five percent (5%) per year for each of the teacher’s final four (4) school years prior to retirement. If the teacher provides three (3)

Source: [Wilmette SD 39 WEA Contract 2016-2019](#), page 44.

Pension benefits of career Wilmette teachers



On average, career Wilmette teachers retired at the age of 61 and receive a current annual benefit of \$92,000. They'll each collect on average approximately \$2.6 million in benefits during their retirements.

Those [pensions are also boosted](#) by automatic, compounding 3 percent increases each year.

Career Wilmette teacher pension facts

Average current pension:	\$92,000
Average retirement age:	61
Average total lifetime benefit:	\$2.6 million

Source: Member data from the Teachers Retirement System, 2015

Note: Averages of career Wilmette SD 39 retired teachers,
(retired since 1/1/2010, 30+ years service)



Generous retirement benefits for ex-administrators/teachers



In many cases, Wilmette's retired teachers begin collecting full pension benefits while still in their 50s. Career teachers typically make back what they contributed to the pension fund just two to four years into retirement.

High salaries result in pension benefits that cost taxpayers millions

Benefits of top Wilmette SD 39 pensioners as of 2015

Name	Current annual pension	Years service	Approx. age at retirement	Estimated total benefit payout*	Total direct employee contributions to TRS	Retiree's direct contributions as a percentage of total payout
McGee, Glenn W	\$228,395	34	56	\$5,994,774	\$374,910	6%
Shinners, Marie A	\$139,575	32	56	\$5,075,030	\$236,465	5%
Mikaelian, Sam	\$203,291	39	62	\$4,521,913	\$178,839	4%
Mattern, James A	\$147,877	36	57	\$3,471,945	\$158,902	5%
Melsheimer, William C	\$141,818	38	54	\$3,243,286	\$134,495	4%
Cooper, Debra L	\$99,813	34	59	\$3,214,942	\$174,055	5%
Jampole, Emma Joy	\$96,631	36	55	\$3,072,060	\$159,754	5%
Galligan, Steven M	\$107,262	35	59	\$2,943,069	\$254,895	8%
Bourisaw, Camille M	\$76,320	35	56	\$2,757,665	\$204,256	7%
Golden, Christine	\$101,600	30	56	\$2,768,027	\$135,345	5%

Source: Member data from the Teachers' Retirement System, 2015

*Life expectancy based on available Social Security actuarial tables

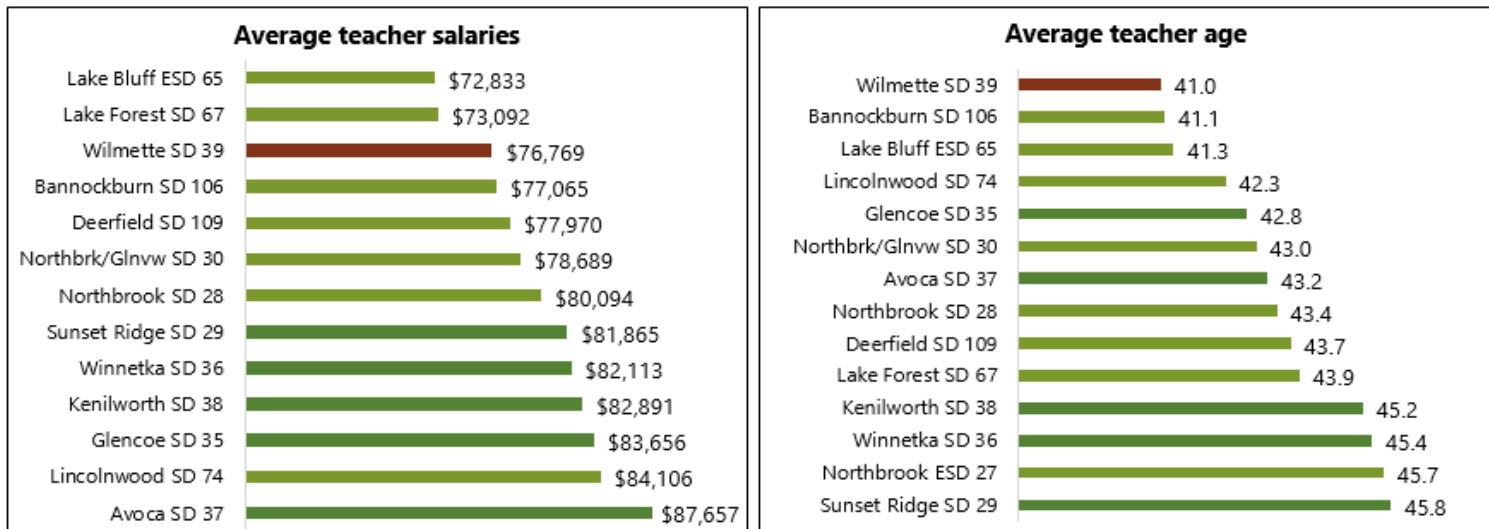


Wilmette teachers are younger

Average teacher age in a district should be taken into account when comparing [salaries](#) across districts.

Teacher ages should be taken into account when comparing district salaries

Average teacher salary vs. average teacher age in Wilmette and other peer* elementary districts, 2017



*Neighboring elementary districts with a student poverty ratio below 15%

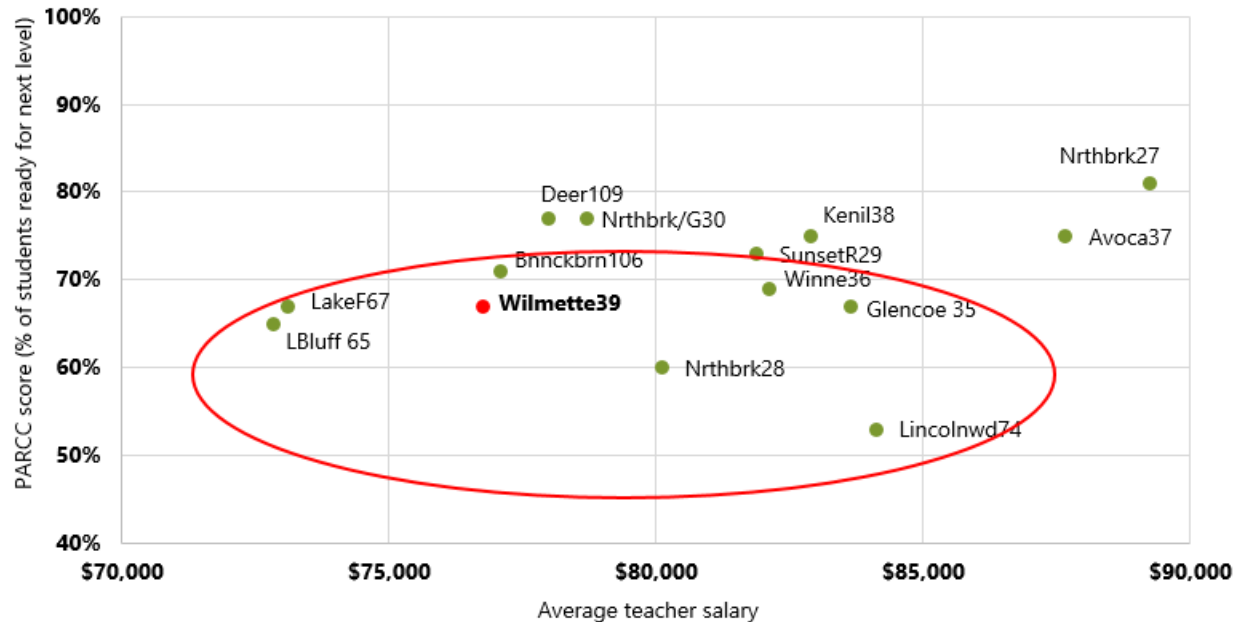
Source: Member data from the Teachers' Retirement System, 2015; Illinois State Board of Education District Report Card, 2017

Higher salaries don't equal success

Peer districts Northbrook SD 28, Lincolnwood SD 74, Glencoe SD 35 and others have higher average [teacher salaries](#) than Wilmette, yet their students do not score better on the [PARCC](#) exam. Lake Forest and Lake Bluff spend less, yet still have comparable scores.

Higher salaries don't guarantee higher PARCC scores among Wilmette peers

Average teacher salary vs PARCC scores in Wilmette and other peer* elementary districts, 2017



*Neighboring elementary districts with a student poverty ratio below 15%
Source: Illinois State Board of Education

Top administrators to receive millions in pension benefits



In Wilmette, every one of the district's current 12 full-time administrators receives a total annual [compensation package](#) worth \$160,000 or more. Such annual compensation will result in multi-million dollar lifetime pension benefits for those administrators when they retire, depending on their total years of service and retirement age.

Wilmette SD 39 administrators' compensation will grant them millionaire pension benefits in retirement

Top 10 compensated Wilmette SD 39 employees, 2016

Name	Position	Total annual compensation	Estimated lifetime pension benefits*
Raymond Lechner	District Superintendent	\$298,539	\$5.7 million
Denise Thrasher	Special Ed. Director	\$218,767	\$2 million
Melanie Horowitz	General Administrator	\$215,805	\$4.3 million
Heather Glowacki	General Administrator	\$185,029	\$5.2 million
Gail Buscemi	District CBO	\$184,704	\$3 million
Susan Kick	Principal	\$174,118	\$4.4 million
Kelly Jackson	Principal	\$170,406	\$4.6 million
Denise Welter	Principal	\$166,585	\$2.3 million
Rebecca Littmann	Principal	\$164,806	\$4.4 million
Anthony Demonte	General Administrator	\$161,336	\$3.6 million

Source: ISBE Employment Information System database, 2016
 *Assumes employee works a full career and retires at age 61 or current age if older. Assumes 2 percent raises until retirement. Life expectancy based on available Social Security actuarial tables.



New Trier area residents pay for executive-level compensation



The superintendents in the New Trier area each receive [compensation packages](#) ranging from \$190,000 to \$370,000 annually. That means most will receive lifetime pension benefits of \$3 million to \$8 million, depending on their years of service.

Cutting back on districts and superintendents would mean millions more for classrooms and programs.

New Trier area superintendent compensation, 2016

Name	Employer	Salary	Other benefits	Total compensation
Linda Yonke	New Trier Twp HSD 203	\$336,350	\$35,801	\$372,151
Trisha Kocanda	Winnetka SD 36	\$216,300	\$87,463	\$303,763
Raymond Lechner	Wilmette SD 39	\$243,047	\$55,492	\$298,539
Kevin Jauch	Avoca SD 37	\$206,707	\$55,245	\$261,952
Ed Stange	Sunset Ridge SD 29	\$212,592	\$14,649	\$227,241
Catherine Wang	Glencoe SD 35	\$165,458	\$34,761	\$200,219
Crystal Leroy	Kenilworth SD 38	\$185,000	\$7,400	\$192,400

Source: ISBE Employment Information System database, 2016



New Trier area residents pay for administrative excess



In total, 136 district office administrators work in seven school district offices. Their total salaries cost over \$1,000 per student. Most of those positions – from bookkeeping to technology to HR – are duplicative across the districts. Millions are being spent that could instead be to put toward classrooms and programs.

There are nearly 140 district-office administrators and support staff in the New Trier area

District-office administrator and support staff salary data for New Trier-area school districts, 2015

School District	Number of schools	Average daily attendance	Admin and support staff	District-office employee salaries total	Average employee salary	Cost per student
Sunset Ridge School District 29	2	441	10	\$1,245,298	\$124,530	\$2,825
Winnetka School District 36	5	1,625	23	\$2,090,405	\$90,887	\$1,286
Avoca School District 37	2	662	8	\$777,925	\$97,241	\$1,174
Wilmette School District 39	6	3,370	41	\$3,331,635	\$81,259	\$989
New Trier Township HS Dist. 203	2	3,977	41	\$3,818,901	\$93,144	\$960
Kenilworth School District 38	1	488	5	\$449,722	\$89,944	\$922
Glencoe School District 35	3	1,183	8	\$762,180	\$95,273	\$644
Combined	21	11,747	136	\$12,476,066	\$91,736	\$1,062

Source: Data on district employees and salaries obtained from an 2015 Illinois Policy Institute FOIA request to each school district; Illinois State Board of Education



**The Wilmette school board also can't
afford to ignore the negative state
environment and expected federal tax
changes**

Illinoisans pay the highest property taxes in the nation



Illinoisans pay the [highest property tax rates](#) in the nation. Property taxes in Illinois are now three times higher than in Indiana and twice as high as in Missouri.

Illinois also recently imposed a [32 percent](#) increase in state taxes. The state now has [one of the highest](#) state and local tax burdens in the nation.

Illinois has the highest property tax rate of any state, far higher than its neighbors

Median property tax rate as a percent of property value by state, 2016

State	Median property tax rate	National ranking (1st=highest)
Illinois	2.67%	1st
New York	2.53%	2nd
New Hampshire	2.40%	3rd
New Jersey	2.37%	4th
Texas	2.17%	5th
...
Wisconsin	1.95%	10th
Iowa	1.69%	15th
Missouri	1.26%	22nd
Kentucky	1.04%	34th
Indiana	0.88%	38th

Source: Corelogic



Illinois is losing people, destroying its tax base

Those taxes are driving people [out of Illinois](#). In 2016 alone, Illinois lost a **net** 86,000 residents, the equivalent of wiping the populations of Wilmette, Kenilworth, Winnetka, Glencoe and Highland Park off the map.

[Illinois](#) and [Chicago](#) have both lost population three years in a row. That will certainly have a negative impact on home values and Illinois' tax base.

Illinois lost people on net to every neighboring state

Net flow of exemptions to neighboring states, 2015-2016



Source: Internal Revenue Service

@illinoispolicy

Federal tax laws will hurt Wilmette home values



Federal tax laws that reduce state and local tax deductions and limit mortgage interest deductions will disproportionately hurt North Shore home values.

- New federal tax laws will limit deductions of state and local taxes, including property taxes, to [\\$10,000](#). Given Illinois' high property taxes, the new law will have a negative impact on North Shore homeowners, many of whom pay much more than \$10,000 in state and local taxes.
- The new law retains the [mortgage interest deduction](#) for home acquisitions, but limits the deduction to a maximum mortgage debt of \$750,000. That down from \$1 million and \$100,000 in equity debt. The law will create even more downward pressure on home values.

Cook and northeast counties most affected by proposed federal tax law

County	Percent of homes where the mortgage interest in the first year of the loan would be high enough for a homeowner to take the Mortgage Interest Deduction instead of opting for the standard deduction*		Percentage point difference due to change in law
	Current law	Proposed law	
Kendall	61.5%	1.9%	59.6%
DuPage	77.7%	18.2%	59.4%
Kane	57.6%	5.6%	52.0%
McHenry	51.9%	2.5%	49.4%
Will	55.2%	5.9%	49.4%
Lake	58.3%	19.6%	38.7%
Cook	50.6%	13.2%	37.4%

Source: Zillow.com

*Also assumes taking advantage of SALT deductions



Going forward, Wilmette should pursue a three-pronged approach to providing tax relief to Wilmette residents.

- Freeze the levy immediately. Allow incomes and home values to catch up with the current levy.
- Create a budget-review board to identify reforms that would allow the tax levy to be reduced in subsequent years. This would allow the district to pre-position for any statewide property tax freeze that is likely to be implemented.
- Begin discussions with other districts over potential administrative mergers. Mergers must not include merger of teacher contracts or the creation of new schools, both of which would serve to increase costs and spending. District mergers should also not involve the closure of any schools.



For more information, contact:
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