



Monday, December 8, 2025

Committee of the Whole

To accommodate additional attendees, the meeting will also be held virtually via an expanded Zoom platform. All or a portion of the meeting is being video recorded for purpose of public broadcast.

Committee of the Whole, Music Room, C31 Cary Jr. High School, 2109 Crystal Lake Rd., Cary, IL 60013, 6:00 PM

1. **Organization**

1.1.Call to Order

1.2.Roll Call

2. **Acceptance of Agenda**

Items for discussion may be added to the agenda at the start of the meeting at the request of the Superintendent or any Board Member upon majority approval of those members present.

3. **Community Input**

Members of the public and District employees may take public comments at this time. Please Identify yourself and limit your comments to 3 (three) minutes.

4. **Approval of Previous Meeting Minutes**

November 10, 2025, Committee of the Whole Minutes

5. **Discussion Topics**

5.1.Data Wrangler Proposal

Mr. David Martin

Datawrangler provides services that will allow the district to monitor and be more efficient with energy usage, resulting in real savings. Representatives are present to discuss their product and how it could benefit the district. Administration is looking for feedback from the Board on whether to move forward with this product.

5.2.Status of Review of Bills and Treasurer's Report

5.3.District Salary Study

6. **Closed Session**

6.1.The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6)

6.2.The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body. 5 ILCS 120/2(c)(1)

7. **Return from Closed Session**

7.1.No Action Taken

8. **Adjournment**

Our Story



- CLOCworks Inc. Founded in 2019
- Headquartered in Madison, WI
- DataWrangler Energy-Data-as-a-Service released in FY 2021-22
- Over 300 installations with \$20M+ saved on electric bills for Customers in the first 3 years of service
- 70+ WI Public School Districts using products & services
- Entered Illinois market in 2025 (Industrial and Schools)

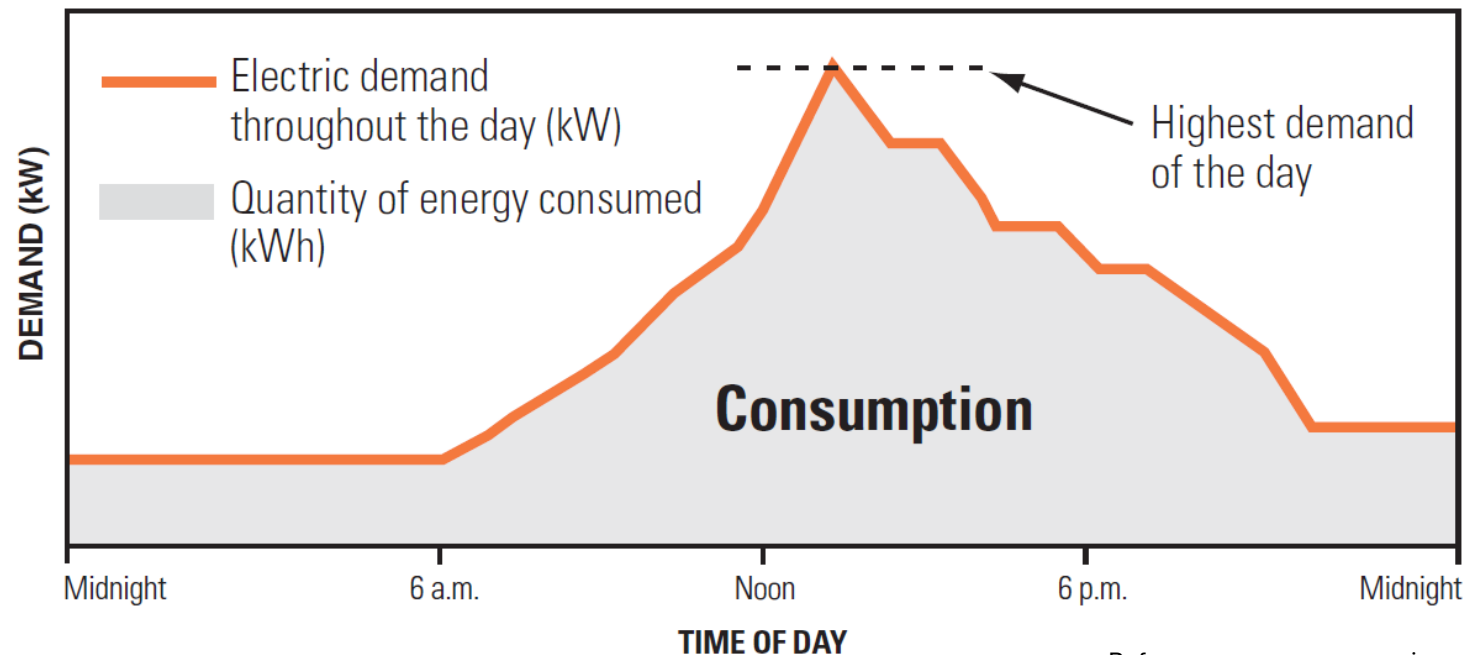


Energy Data-as-a-Service from CLOCworks, Inc.
"Our Knowledge Will Save You Power!"

Understanding Your **ELECTRIC BILL**

The Difference Between **Energy Usage** and **Demand**

Electricity Use Profile (sample)



Reference: www.we-energies.com

SITE DETAILED CHARGES

	QUANTITY	RATE	AMOUNT
Contract Charges			
Energy-Fixed Price	104,560.98 kWh	\$0.0590100	\$6,170.14
Subtotal Contract Charges			\$6,170.14
Transaction Line Loss Charges			
Line Losses on Market Purchase	3,933.36 kWh	\$0.0580454	\$228.31
Subtotal Transaction Line Loss Charges			\$228.31
Market Charges			
Ancillary Services	104,561.00 kWh	\$0.0018166	\$189.94
Auction Revenue Rights Credit	367.90 KW	-\$0.3658112	-\$134.60
Balancing Congestion Charge	104,560.98 kWh	\$0.0005569	\$58.23
Capacity Charge	255.96 KW	\$8.1751000	\$2,092.54
FERC Order 745	104,561.00 kWh	\$0.0000513	\$5.36
Reliability Must Run	367.90 KW	\$0.0000000	\$0.00
Renewable Portfolio Standards	104,561.00 kWh	\$0.0000000	\$0.00
Transmission Loss Credit	104,561.00 kWh	-\$0.0005067	-\$52.98
Transmission Service	367.94 KW	\$4.3768572	\$1,610.41
Transmission Enhancement Reallocation	367.94 KW	-\$0.0574932	-\$21.15
Subtotal Market Charges			\$3,747.75

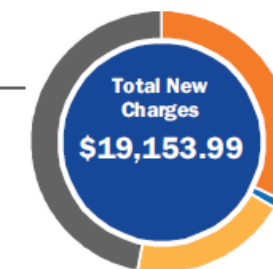
CHARGE TYPE	QUANTITY	UOM	RATE	AMOUNT
Carbon-Free Energy Resource Adj	104561.00	KH	-0.00893	-\$933.73
Coal to Solar and Energy Storage Fund	104561.00	KH	5e-05	\$5.23
Customer Charge	0.00		0	\$170.09
Distribution Facility Charge	490.80	K1	14.57	\$7,150.96
Energy Efficiency Programs	104561.00	KH	0.00835	\$873.08
Energy Transition Assistance	104561.00	KH	0.00072	\$75.28
Environmental Cost Recovery Adj	104561.00	KH	7e-05	\$7.32
Franchise Cost	6554.34	DO	0.010539	\$69.08
IL Electricity Distribution Charge	104561.00	KH	0.00125	\$130.70
Municipal Tax	0.00		0	\$393.33
Renewable Portfolio Standard	104561.00	KH	0.00502	\$524.90
Single Bill Option Credit	0.00		0	-\$0.69
Subtotal UDC Charges				\$9,007.79
Total New Charges				\$19,153.99

UDC Charges

9,007.79

Market Charges

3,747.75



Contract Charges

6,170.14

Transaction Line Loss Charges

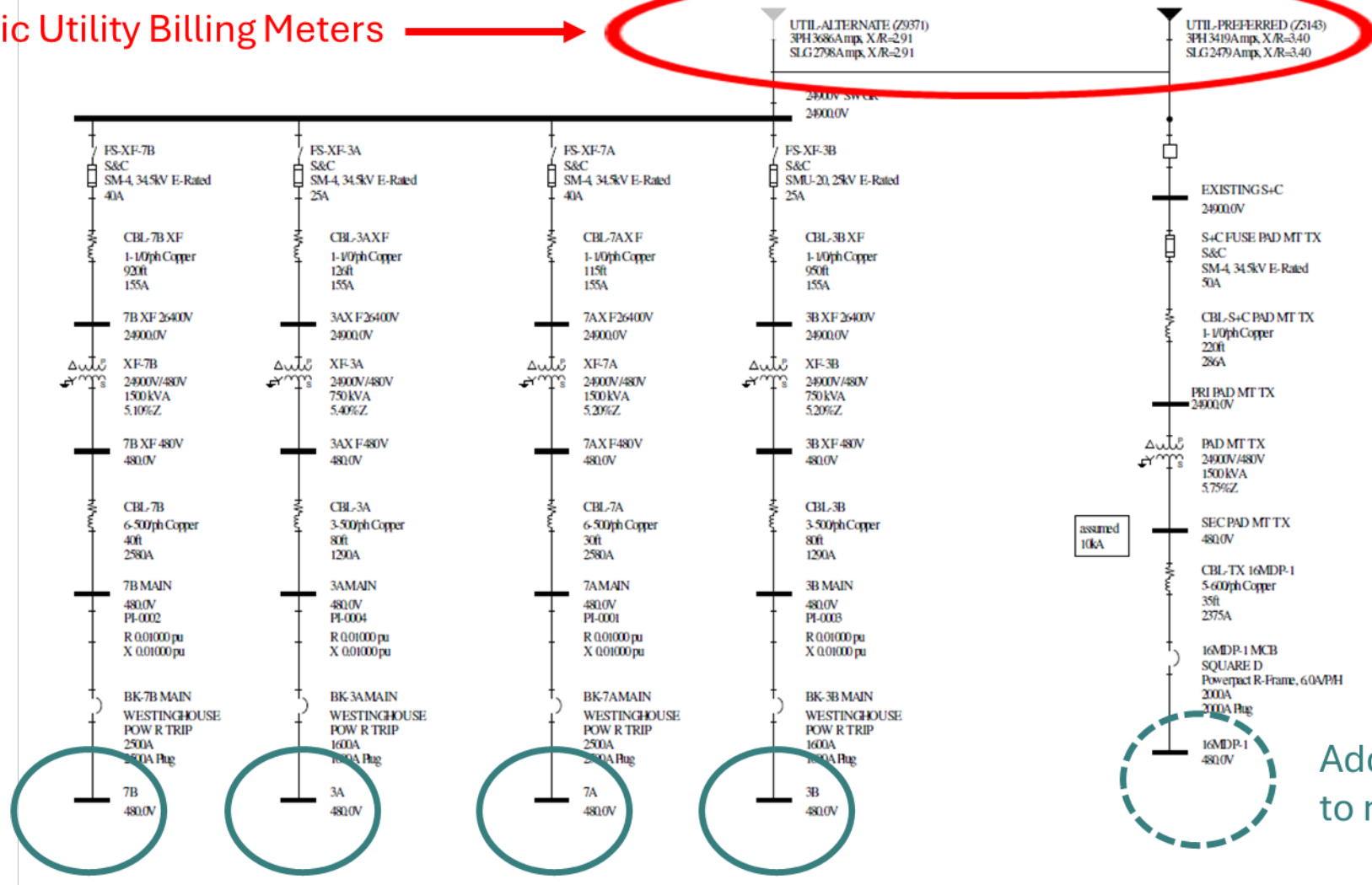
228.31

Cary Junior High Electric Bill

Demand Charges > 50%
of Total Electric Bill

Step 1: Metering – Capture Energy Data

Electric Utility Billing Meters



Additional Meter
to monitor solar / generators

Install Meters to Capture Energy Data – behind utility billing meters

Step 2: Measure Building Electric Footprint

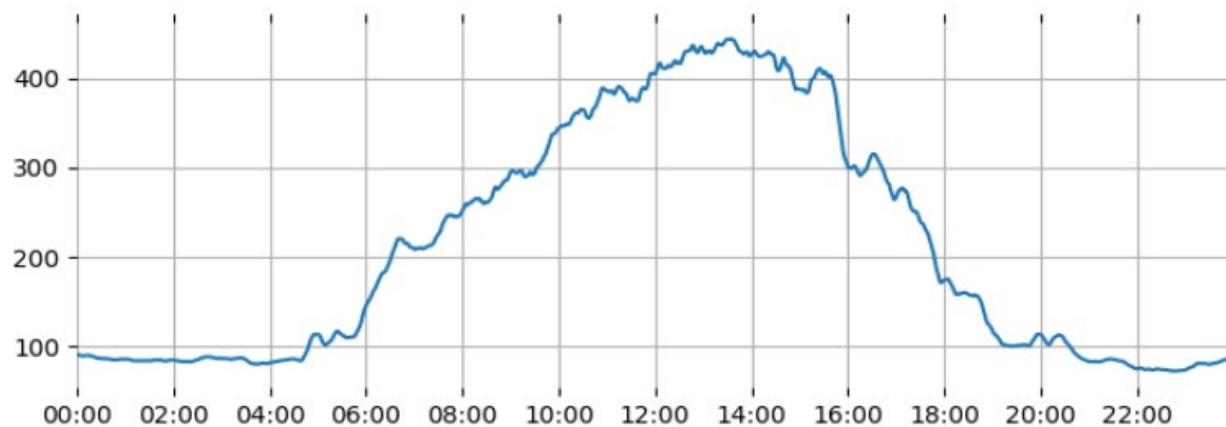
- Set HVAC schedule to run over the weekend
- Map out HVAC Electrical footprint across full building
- Also map lighting, kitchen, and other large electrical equipment

HVAC Electricity Assessment

HVAC section	Time on / off	Usage (kW)	Meter
AHU 1 Lobby	10am – 1pm	2	HS
AHU 2 Cafe	10:15am – 1:15pm	5	HS
AHU 3 Office Back	10:30am – 1:30pm	2	HS
AHU 4 Classrooms	10:45am – 1:45pm	2	HS
AHU 5 Gym	11am – 2pm	13	HS
AHU 11 Multipurpose	11:15am – 2:15pm	4	HS
AHU 12 Choir	11:30am – 2:30pm	1	HS
AHU 13 Auditorium	11:45am – 2:45pm	5	HS
AHU 18 Office Front	12pm – 3pm	4	HS
BCU 1 Kitchen	12:15pm – 3:15pm	1	HS
Chiller (HS)	12:30pm – 3:30pm	10	HS
AHU 14 Library	3:45pm – 5:30pm	2.5	Elem
AHU 15 Classrooms East	4pm – 5:45pm	3	Elem
AHU 16 Gym	4:15pm – 6pm	4	Elem
AHU 19 Classrooms West	4:30pm – 6:15pm	3	Elem
RTU 1 Office	4:45pm – 6:30pm	3	Elem
Chiller (MS)	5pm – 6:45pm	20	HVAC
RTU MS Band	5:15pm – 7pm	1	Elem
Sunday 9/19			
AHU 6 Classrooms North	12pm-2pm	3	Elem
AHU 7 Classrooms South	12:15pm-2:15pm	3	Elem
AHU 8 Offices	12:30pm-2:30pm	2	Elem
AHU 9 Gym	12:45pm-2:45pm	9/7	Elem/HVAC
AHU 17 Classrooms East	1pm-3pm	5	Elem
RTU 2 Classrooms	1:15pm-3:15pm	8	Elem
Chiller (Elementary)	1:30pm-3:30pm	18	HVAC
HS Total		49	HS
Elem Total		46.5	Elem
HVAC Total		45	HVAC

Step 3: Identify and Understand Demand Peaks

Monthly Demand Peak Day - Profile

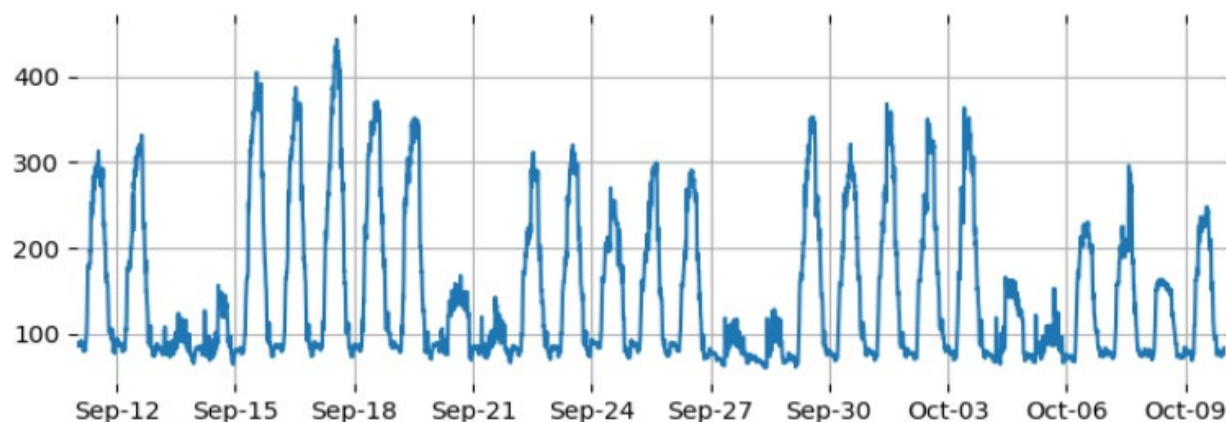


Monthly Demand Peak

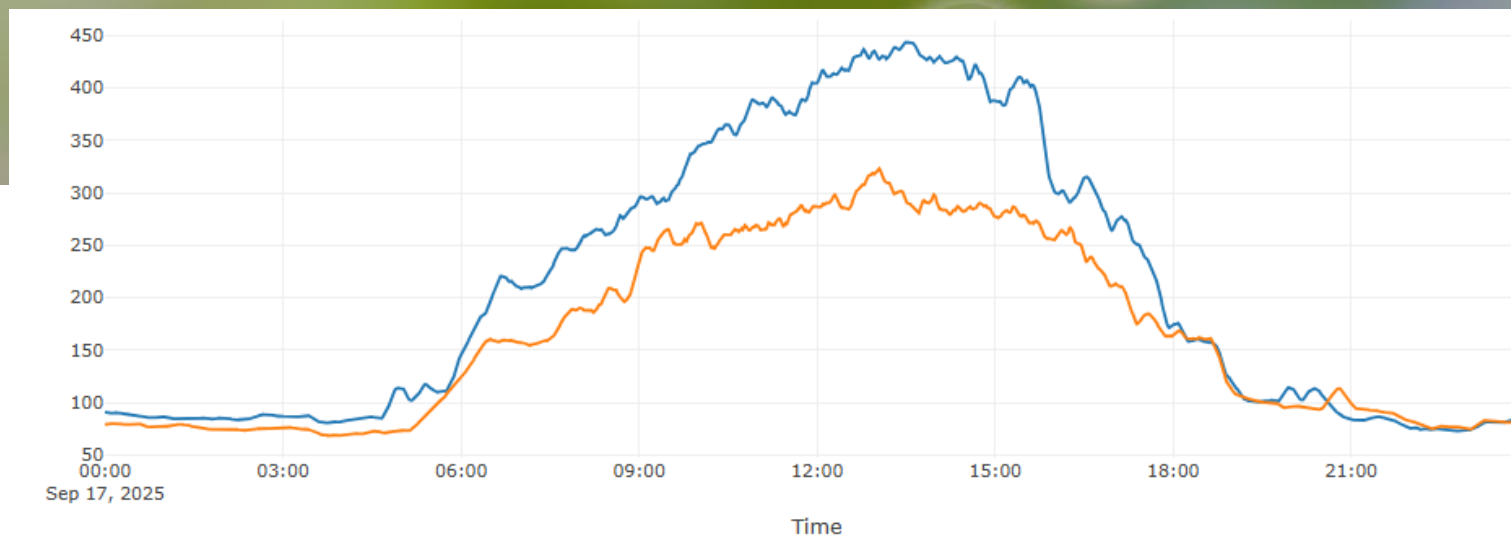
444

09/17/2025 1:30 PM

Daily Peaks - Full Billing Cycle



Step 4: Reduce demand and energy waste



Tariff Rate Alliant-WI-CP1							
Point	On Peak Consumption	On Peak Consumption Cost	Off Peak Consumption	Off Peak Consumption Cost	On Peak Demand	On Peak Demand Cost	On Peak Demand Time
Sep 17 2025 - Dent Meter [demand Avg kW]	4,452.91	\$237.12	620.13	\$26.73	443.37	\$7,568.32	9/17/25, 1:30 PM
Sep 30 2025 - Dent Meter [demand Avg kW]	3,416.81	\$181.94	542.33	\$23.37	319.64	\$5,456.19	9/17/25, 1:00 PM

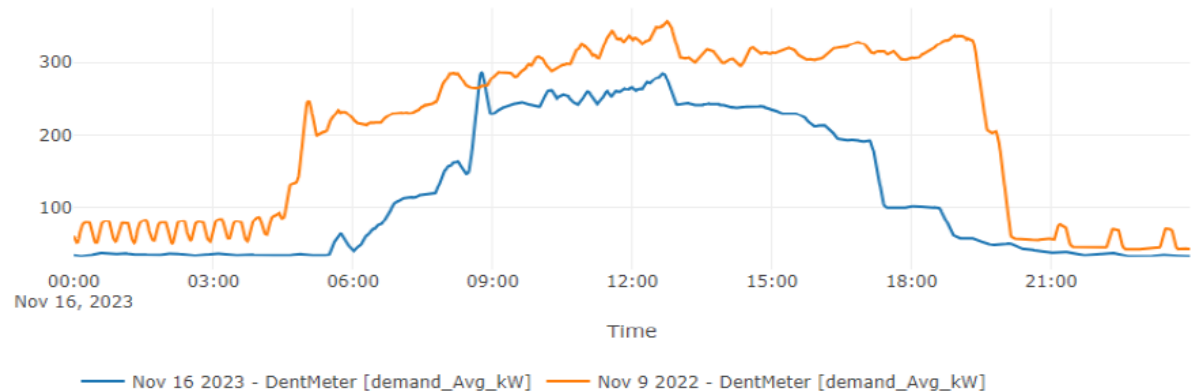
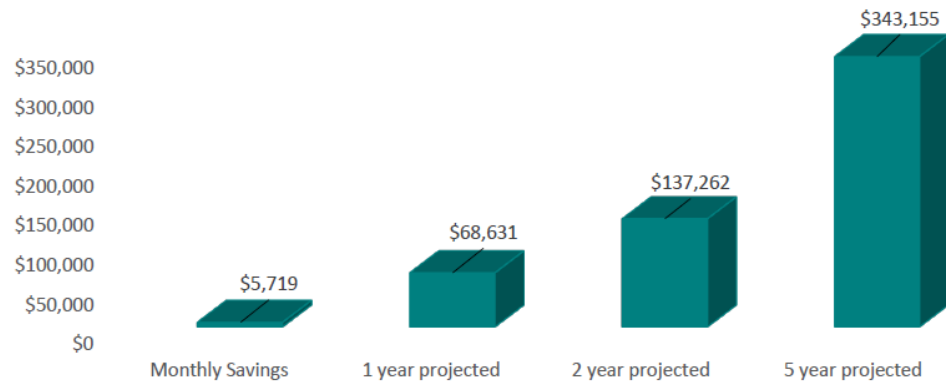
With Energy Data, Facility Operators can identify causes of demand peaks and reduce both consumption and peak demands. In this example, client reduced the demand peak > 100kW that is now saving the district > \$3,000 every month

Reduce Energy Bills using Data

Total Monthly Electric Bill Savings:

\$5,719.25

Electricity Bill Savings



The simple, unique energy data solution that enables schools and businesses to lower electric bills, improve energy efficiency, and reduce carbon footprint.

MONITOR AND MAXIMIZE SOLAR ASSETS

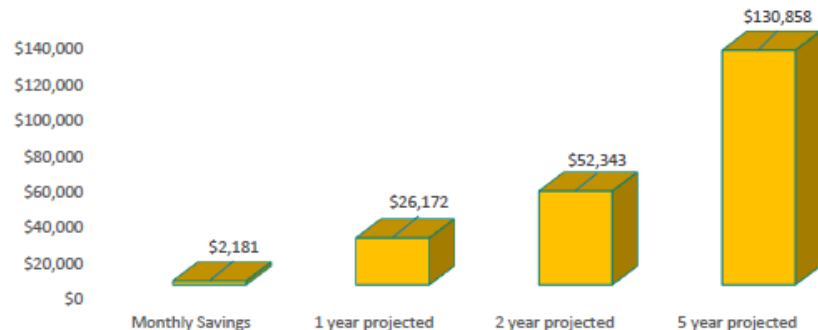
Client
Client ID
Area ID
Address

Waunakee | Heritage Elementary
66CDFDD1
234
6271 Woodland Dr.
Waunakee, WI 53597

Monthly Solar Electric Bill Savings:

\$2,180.97

Solar Electricity Bill Savings



Contract Month:

Electric Charges Period 03/01/2025 to 04/01/2025

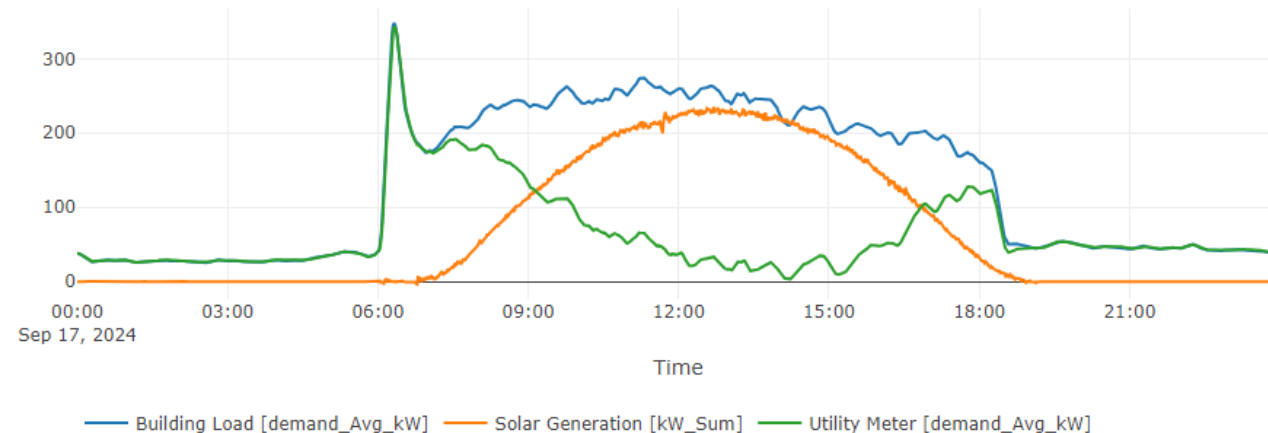
Days in billing cycle 31

Utility Meter Number 5400004629

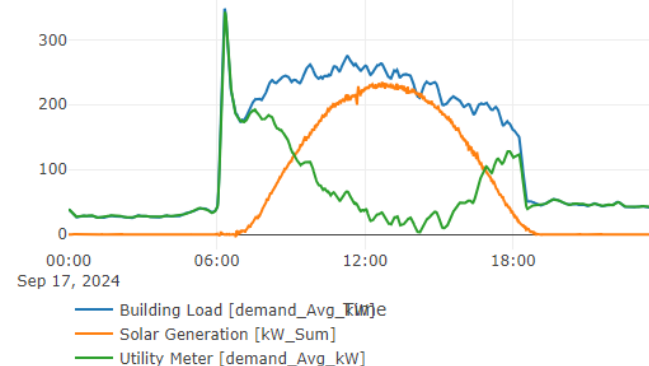
Monthly Demand Peak 219 03/05/2025 9:45 AM

	Baseline Cost Estimate	Actual Savings	Actual Cost
Customer Demand Charge	\$784.35	\$0.00	\$784.35
On-peak Demand Charge	\$2,148.30	\$283.23	\$1,865.07
Energy Off Peak	\$1,858.27	\$224.63	\$1,633.64
Energy On Peak	\$2,739.21	\$1,673.11	\$1,066.10
Misc Charges / Credits	-\$460.45	\$0.00	-\$460.45
Total Electric Bill	\$7,069.68	\$2,180.97	\$4,888.71

Waunakee | Heritage Elementary



Waunakee | Heritage Elementary



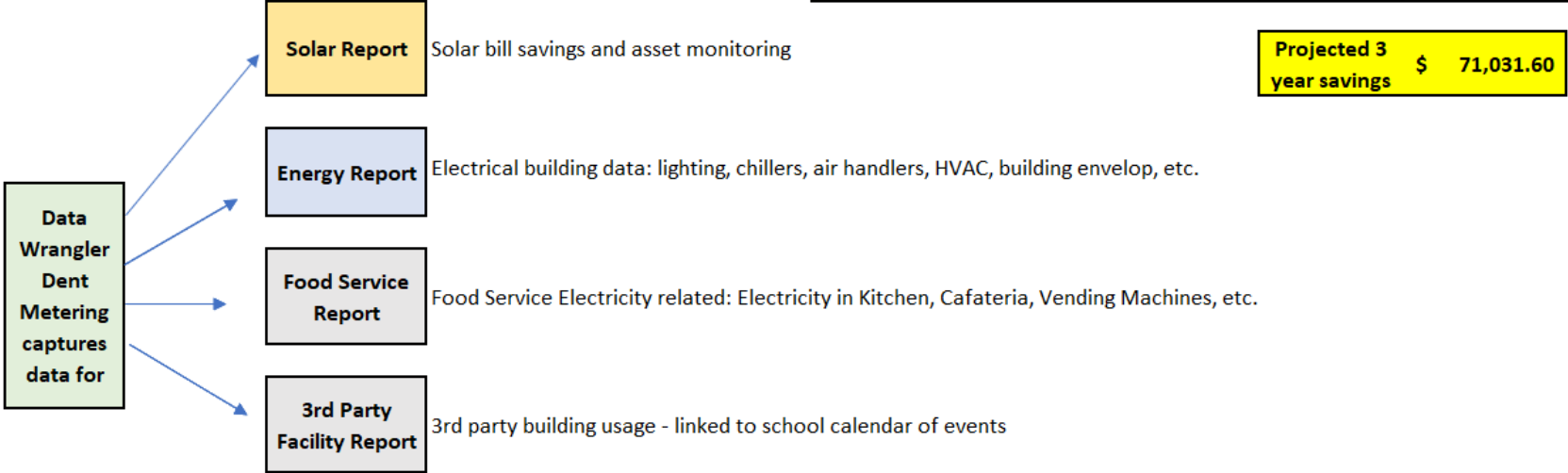
Actual Statistics

Tariff Rate
WauU-Cp-2

Point	On Peak Consumption	On Peak Consumption Cost
Building Load [demand Avg kW]	2,463.32	\$185.49
Solar Generation [kW Sum]	1,654.55	\$124.59
Utility Meter [demand Avg kW]	812.44	\$61.18

DataWrangler Energy Savings Analysis | Cary School District 26

Constellation Energy			Yearly Costs			Monthly Savings - Estimate		Monthly Fees			Monthly	Installation Costs		
School	Meter Number	June-July 2025 Bills	Yearly Electric Costs	Yearly Demand Charges	% Demand	Energy Bill Savings (15%)	Potential General Fund Savings	Fixed Fee for Energy Report	Solar Reporting	Total Fees	Net General Fund Savings	Meters	1 x Installation Costs	ROI Months
Briargate Elementary 100 Wulff Street	230047317	\$3,773	\$ 45,276	\$ 23,229	51%		\$ -			\$ -	\$ -			
Cary Junior High 2109 Crystal Lake Road	230168297	\$19,154	\$ 229,848	\$ 130,247	57%	\$ 2,873	\$ 2,873	\$ (800)	\$ (100)	\$ (900)	\$ 1,973	1	(\$10,000)	5.1
Three Oaks Elementary 1514 Three Oaks Road	230213831	\$5,224	\$ 62,688	\$ 32,037	51%		\$ -			\$ -	\$ -			
DeerPath Elementary 2211 Crystal Lake Road	230168296	\$8,025	\$ 96,300	\$ 58,096	60%		\$ -			\$ -	\$ -			
Oak Knoll Early Childhood Center 409 First Street	230276035	\$4,203	\$ 50,436	\$ 28,783	57%		\$ -			\$ -	\$ -			
Total:		\$ 40,379	\$ 484,548	\$ 272,392	56%	\$ 2,873	\$ 2,873	\$ (800)	\$ (100)	\$ (900)	\$ 1,973	1	(\$10,000)	5.1
Reduce							\$ 34,477 Potential Yearly Savings			\$ (10,800) Gross Yearly Fees	\$ 23,677 Estimated Net Yearly Savings			Estimated Return on Investment



SOFTWARE AS A SERVICE SUBSCRIPTION AGREEMENT

This Software as a Service Subscription Agreement (the "**Agreement**") is entered into as of _____ (the "**Effective Date**") by and between CLOCworks Inc., a Wisconsin corporation, having its principal place of business at 1050 Regent STE 201, Madison, Wisconsin 53715 ("**CLOCworks**"), and the entity identified below ("**Customer**"). Each of CLOCworks and Customer is, a "**Party**", and together, the "**Parties**."

CLOCworks Information			
Account Executive:	John Kosic	Email:	JohnK@datawrangler.us

Customer Information			
Customer:	Cary School District 26		
Address:	2109 Crystal Lake Rd Cary, IL 60013	Billing Address:	2115 Crystal Lake Rd Cary, IL 60013
Operations Contact Name:	David Martin	Billing Contact Name:	
Email:	david.martin@cary26.org	Billing Email:	
Telephone Number:		Billing Telephone Number:	
IT Contact and Email:		Purchase order (y/n)	

This Agreement consists of this cover page and the Initial Order Form (including any exhibits or schedules attached thereto) and [Terms and Conditions](#), each of which are attached hereto, as well as any other Order Forms entered into hereunder, all of which are incorporated herein by this reference.

IN WITNESS WHEREOF, the Parties have executed and delivered this Agreement as of the Effective Date set forth above.

Cary School District 26	CLOCworks, Inc.
Signature:	Signature:
Print Name:	Print Name: Jim Koeppe
Title:	Title: President
Date:	Date:

INITIAL ORDER FORM

This Initial Order Form is entered into as of the Effective Date and is incorporated as part of the Agreement between CLOCworks and Customer. In the event of a conflict between this Initial Order Form and the Terms and Conditions, this Initial Order Form shall take precedence.

Products and Services	Description
Electrical Submeters, Onsite gateway, probes and cables, Professional Installation	1 x DENT PowerScout 12 HD on the Main Electrical Service with (6) 2000A CT'ss ML100G-52 Industrial Fanless Intel with Dual LAN Electrical Professional Installation
CLOCworks Install and Data Integration Services	1. Integrate electrical metering data access to CLOCworks platform 2. Network Configuration (IP addresses, device connectivity, connection to CLOCworks)

Install Locations	Fee
Cary Junior High School: 2109 Crystal Lake Rd. Cary, IL 60013 Utility Meter #: 230168297	\$14,428 \$10,000 Early Adopter Discount
Total CLOCworks Install Price (USD, Taxes not Included):	\$10,000

CLOCworks Solutions	Description	Number of Buildings	Term (Years)	Monthly License Fee
CLOCworks EDaaS Application	CLOCworks provides Customer ongoing monthly: - Analysis of building electrical usage data, with electric utility bills, outside weather, and other external information to provide insights to Customer on how to save energy, reduce peak demand charges, and lower carbon footprint while improving efficiency. - Reports that summarize improvements, cost savings, and future recommendations. - Unlimited Access to Data Wrangler Energy Portal	1	3	~~\$1,000~~ \$800 Early Adopter Discount
CLOCworks Monthly License Fee Total (USD, Taxes not Included):				\$800

CLOCworks Solutions	Description	Number of Buildings	Term (years)	Monthly License Fee
CLOCworks EDaaS Application	CLOCworks provides Customer ongoing monthly: - Solar Production and Bill Savings Reports *To be started once Solar project is completed	1	2*	~~\$200~~ \$100 Early Adopter Discount

- Term:** The initial term of this Initial Order Form shall commence on the delivery of the first monthly reports and continue up to and through the period of time set forth above (the "Initial Term"). The Initial Order, except for the Third-Party Products and Professional Services, will automatically renew for additional successive twenty-four (24) month terms unless either Party gives the other Party written notice of non-renewal at least thirty (30) days prior to the expiration of the then-current term (each a "Renewal Term" and, collectively, together with the Initial Term, the "Term").

2. **Report Frequency:** A CLOCworks Report will be delivered to Customer every month during the term of this Order Form starting after the first electric utility billing cycle following completion of the CLOCworks install.
3. **Building Location:**
Cary Junior High School: 2109 Crystal Lake Rd. Cary, IL 60013
4. **Marketing:** Customer agrees that CLOCworks may issue press releases and devise case studies, each with respect to Customer's use of the CLOCworks Solutions (collectively, the "Publications"), and that CLOCworks may use the Publications for marketing of its CLOCworks Solutions to third parties; provided however, the Publications are subject to Customer's prior review and approval, which shall not be unreasonably withheld, conditioned, or delayed. Customer hereby authorizes CLOCworks to use Customer's trademarks and logos solely in connection with the Publications. Such trademarks and logos shall be deemed part of Customer Data. This Section shall survive termination or expiration of the Agreement.
5. **Fees & Payment:** CLOCworks shall invoice Customer for the one-time installation fee after the installation is complete with net 30-day payment terms. CLOCworks shall invoice Customer for ongoing Monthly License Fee one month after the installation is completed following delivery of the first monthly report through the end of the contract term. If Customer fails to make any payment when due, without limiting CLOCworks' other rights and remedies: (i) CLOCworks may charge interest on the past due amount at the rate of 1.5% per month calculated daily and compounded monthly or, if lower, the highest rate permitted under applicable Law.
6. **Future Hardware Integration:** Any new equipment installs and control integrations with CLOCworks solutions beyond the one-time installation will be treated under a separate contract between CLOCworks and the Customer.
7. **Customer Opt Out:** If after 12 months of participation in the fixed fee program the customer is not seeing monthly energy savings equal to or greater than the fixed monthly fee, the Customer may elect to opt out of the 3-year service agreement. The customer must provide a 30-day notice in writing to exercise this option.

I. Customer Obligations.

A. Energy Invoices. Customer agrees to provide all pertinent energy invoices to CLOCworks within five (5) days of Customer's receipt of such invoices from the energy provider. (CLOCworks will set up automated access to gather energy invoices for the Customer)

B. Customer Building Data. In accordance with Section of the Terms and Conditions, Customer agrees to provide CLOCworks continuous access to building data.

C. Customer Operator Meetings. Customer shall provide access to facility operators for monthly meetings with CLOCworks data analytics team to review monthly reported savings and collaborate on additional savings and optimization opportunities.

*****End of Initial Order Form****

Cary 26 Salary Study

**CARY
FORWARD** →

Engage • Empower • Excel

Outline for Presentation

- Background
- Clarity
- Retention Data
- Employee Wellness
- Student Impact
- What
- Why
- Who
- Goal
- Process
- Timeline
- Cost
- Considerations
- Recommendation

Background

SHRM recommends a full market compensation review every 3–5 years

Current district practice: salaries are checked only when a new hire is made

- This approach is sporadic and may overlook positions for long periods
- Lacks a holistic review of entire employee groups
- Example: A principal may only be hired every 5 years, leaving the district far behind the market

Historical gaps in market studies

- No comprehensive review after major economic shifts (2008–2010 recession, post-COVID)
- These periods significantly changed the education labor market

Why now is the right time

- Six years post-COVID → the market has stabilized
- Data shows the hiring pool for educational staff is shrinking
- Updated salary data will support a responsible and competitive financial strategy

Clarity



Retention Data

- Many districts nationwide are facing staffing shortages.
- Competitive pay is one of the strongest predictors of successful recruitment.
- High turnover costs money: onboarding, training, substitute coverage, and decreased productivity.
- It often costs more to replace staff than to retain them.

Inadequate total compensation was the most common driver of turnover, as it was ranked in the top three reasons by 74 percent of HR professionals and listed as the top reason by 39 percent.

Current retention rate is 75-80% but that still equates to about 20 staff members per year per building.

8 Segments of Employee Wellness

Physical

Emotional

Social

Intellectual

Environmental

Spiritual

Occupational

Financial

Student Impact

- Better employee compensation = lower turnover.
- Lower turnover → more experienced staff and more consistent student support.
- Consistency improves classroom management, academic continuity, and school climate

The What and the Purpose

- Compensation Study by Arthur J Gallagher
- 2 Groups of Employees - Cert Staff and ESP Staff
- 4 Step Process
 - Job description review and strategic alignment
 - Compensation benchmarking and market analysis
 - Implementation strategy and sustainability planning
 - Post project support
- Get objective data to align our district to Goal 3 - Recruit and Retain Exceptional Staff

The Why

- Alignment to goal 3 of our strategic plan
- Recruitment and retention efforts
- Shrinking talent pool
- Student Impact
- 3rd party consultant will be more objective
- 3rd party has access to organizations that we do not
- Holistic approach will include a complete review of our processes that would take our internal team years

Who?

Arthur J. Gallagher

- Our current benefits administrator
- Practices in benefits administration, risk management, and consulting
- More than 1,500 compensation studies done nationwide
- Teams of consultants to meet our needs
- The only consultant team that specializes in education

Process

Strategic Alignment and Study Administration

- Prelim Meetings
- Current State Diagnostic
- Document Review
- Information Gathering

Compensation Benchmarking and Market Analysis

- Market Analysis
- Survey Data Collection
- Data Analytics
- Compensation Structure

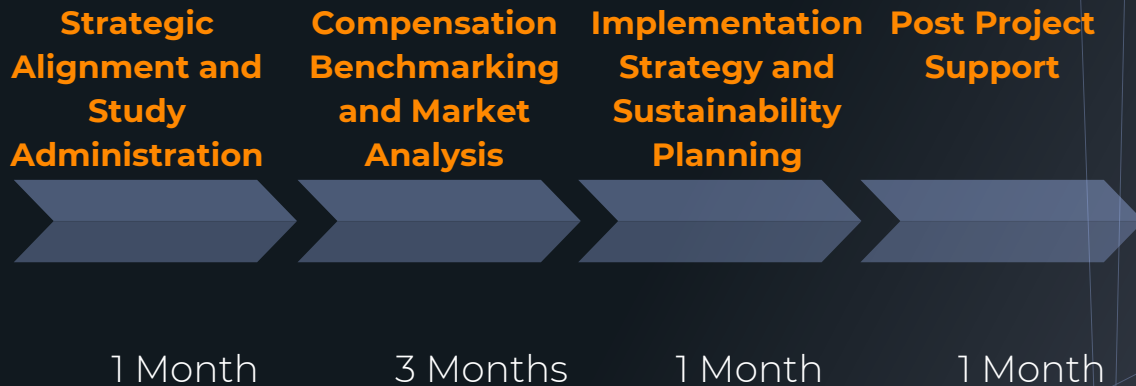
Implementation Strategy and Sustainability Planning

- Financial Impact Analysis
- Implementation Strategy
- Policy Creation
- Toolkit Creation
- Executive Presentation

Post Project Support

- Implementation Support
- Ongoing Support

Timeline



Certified Staff Only - \$22,975
Support Staff Only - \$20,550

or

\$29,225 for both

Considerations

Costs

The salary study would cost a fraction of the total budget and prevent costly retention and recruitment problems. Losing one person could cost us far more than the amount of the study.

We might not be able to afford the raises.

The study *does not commit us to any raises*. It simply gives us data. If raises are recommended, they can be phased in slowly over multiple budget cycles.

Why can't we do this in house?

We could do that but it would take a considerable amount of time, the process would not be as thorough and the data may be viewed as not objective.

Recommendation

I am recommending to the Board an independent compensation study to analyze how our district's compensation aligns with comparable districts, the general labor market, and internal equity with the goal of ensuring we can recruit and retain high-quality staff in a fiscally responsible manner.

Question and Answers

A black and white photograph of a woman with long hair and glasses, wearing a light-colored sweater, sitting at a desk. She is holding a pen and writing on a notepad. A laptop is open to her left. The background is dark and out of focus. On the right side of the image, there is a decorative graphic consisting of many thin, white, curved lines that fan out from the bottom right towards the top right.