

SBT Kansas City Branch at Lee's Summit School District

The Kansas City Branch of Siemens Building Technologies, Inc. has been making increased efforts to improve the educational experience at the Lee's Summit R-7 School District. The district, located in Lee's Summit, Missouri, consists of 21 buildings covering 2,021,000 square feet.

Four-Phase Performance Contract

In April 2004, Lee's Summit district voters approved a no-tax-increase bond issue that earmarked \$1 million to initiate energy improvements within the school district. This was only a portion of the total \$30 million worth of improvements approved throughout the school district. Dr. Tom Kurucz, Associate Superintendent for Lee's Summit School District, recognized the opportunity to utilize performance contracting to expand the bond referendum. Siemens submitted a performance contract proposal along with twelve other competing vendors. Due to innovative ideas, expansive resources, and customized solutions, Kansas City SBT won the Lee's Summit R-7 School District contract.

Performance contracting stretched that initial \$1M investment to approximately \$11 million worth of improvements to reach over \$40 million in total improvements. The performance contract reduced utility consumption from \$1.10 to \$0.75 per square foot, decreasing utility cost by \$600,000 per year over 15 years. According to Dr. Kurucz, "The performance contract under the direction of Siemens provided our district with significant capital improvements, energy savings, and collaborative effort to resolve a number of deficiencies in our HVAC, lighting, and other related energy conservation measures. Siemens provided us with strong leadership, communication, and engagement of the interested parties throughout the district. We view the entire PC experience as being extremely successful in reaching desired outcomes." It was also important for Siemens to show the Citizens Advisory Committee and community how the money they approved was put into every building in the district instead of just new construction on only a few buildings. This promotes buy-in and recognition from the taxpayers within the district.

The performance contract was a four-phase project slated for completion in three years. In the first phase, SBT performed a district-wide lighting retrofit and water conservation. The second phase included new controls, rooftop unit replacements, boiler and chiller retrofits, and window replacements. SBT offers a service contract to provide additional energy management, measurement, and verification services in the third phase. During the fourth phase, SBT improved gym lighting, chiller replacements, additional controls work, and indoor air quality improvements. A big selling point in



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SBT's proposal was the guaranteed indoor air quality improvements. It showed the school district that Siemens would be committed to resolve their toughest problems. Siemens completed the work in a little over two years, under budget, and the school district is enjoying an additional five percent in energy savings above the guaranteed amount.

Scholarships and Summer Internships as Differentiators

In order to set themselves apart from the twelve other vendors competing for the Lee's Summit R-7 School District energy program, Kansas City SBT utilized the Building Education Program @ Siemens. As part of the partnership, Siemens provided summer internships in 2005 for 25 local high school students who qualified for the program. These summer internships help train students in leadership, workplace readiness, team building, conflict resolution and many other skills necessary in today's business workplace. Students were paid minimum wage to participate in the program and the four highest achievers received \$1,000 scholarships towards the college of their choice. Students who successfully completed this program are eligible for future job shadowing or internships with Siemens, and it may lead to other career opportunities. In total, SBT's sponsorship of the class included \$36,000 in internships, scholarships, and teacher salaries.

The superintendent of the Lee's Summit School District showed his appreciation for the Siemens Internship on Campus Program by inviting Siemens to join their official Business Partnership Program. By providing academic opportunities for students, Siemens gained recognition and support from other partners in the Lee's Summit business community.

Value-Added Building Education Program

Due to the success and positive response of the summer internship program, Siemens Kansas City branch initiated a second Building Education Program in Lee's Summit. The Summit Technology Academy in Lee's Summit is dedicated to science and engineering education at the high school level, and SBT recognized this opportunity to contribute to these students' educational experience. This value-added Building Education Program offered an employability class with 15 high school juniors and their parents at Lee's Summit Technology Academy, but it included a consortium of nominated students from five other area schools districts. This provided the opportunity to expand Siemens community involvement and impact. The class met twice a week for four weeks and focused on the skills to obtain and keep a job.

SBT's sponsorship of the class included \$28,000 in scholarships (\$1,200 per student to be used for educational purposes), branch tours, job shadowing, class materials including a Flash drive for the students to keep, and a field trip to Kansas State University. Siemens even paid the parents \$10 an hour and provided dinner in order to maintain attendance. Several Siemens employees participated in a panel that presented information regarding career options, employable skills, and various opportunities within corporations like Siemens. Michael Hines, Sales Manager BAU, was one of the presenters and thoroughly enjoyed his participation in the program. "I think it is a wonderful way for Siemens to make an investment back into the communities in which we live, specifically for younger adults that will be entering the workforce."

This program, officially named "School to Work Transition", included curriculum divided into two sections. The first section focused on the skills to obtain a job, such as writing resumes, obtaining business cards and letters of applications, developing references, and participating in interviews. The students were able to save all of their job materials on their Flash drive, and they were given portfolios with plastic sleeves to maintain hard copies of the materials and add future awards, certificates, recommendations, etc. The second section of the curriculum discussed on-the-job skills, such as resolving conflict, working with others, handling inappropriate attitudes, and several other "soft skill" topics. The instructor for the course, Sharon Nibbelink, found this part of the curriculum especially refreshing. She comments, "The curriculum was excellent because it was written using real-life examples from Siemens and opened the door for a lot of participation from the students and their parents. The parents and Siemens panel brought a lot of diverse experiences to the group so the students were exposed to several diverse career paths. It is so seldom that a large corporation sends the message that everyone has value and something to offer even if they do not attend a four-year college."

The comments from the students participating in the course reflected their positive experience. Anthony Schulz offered, "... your presentation spoke volumes to me, opening my eyes to the endless possibilities of career paths I could pursue through your company and many others." By sponsoring this Building Education Program, SBT Kansas City branch exemplified Siemens national expectation of being a 'dedicated partner to education'.



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