



TO: Dr. Charles Johns
FROM: Rosanne Williamson
RE: FOIA Requests

FOIA Response:

Please see the attached email response. Responsive documents can be found online at <http://il.glenbrook.schoolboard.net/board>. (Responsive documents will not be attached to the all documents pdf, but can be found under the FOIA agenda item.)

Background:

The Freedom of Information Act (FOIA - 5 ILCS 140/1 et seq.) is a state statute that provides the public the right to access government documents and records. A person can ask a public body for a copy of its records on a specific subject and the public body must provide those records, unless there is an exemption in the statute that protects those records from disclosure (for example: records containing information concerning student records or personal privacy).

A public body must respond to a FOIA request within 5 business days after the public body receives the request or 21 business days if the request is for commercial purpose. That time period may be extended for an additional 5 business days from the date of the original due date if:

- The requested information is stored at a different location;
- The request requires the collection of a substantial number of documents;
- The request requires an extensive search;
- The requested records have not been located and require additional effort to find;
- The requested records need to be reviewed by staff who can determine whether they are exempt from FOIA;
- The requested records cannot be produced without unduly burdening the public body or interfering with its operations; or
- The request requires the public body to consult with another public body who has substantial interest in the subject matter of the request.

If additional time is needed, the public body must notify the requester in writing within 5 business days after the receipt of the request of the statutory reasons for the extension and when the requested information will be produced.



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

09.29.20 FOIA Johnson

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Oct 6, 2020 at 2:31 PM

To: David Johnson <davidjohns9966@gmail.com>

Bcc: Elaine Geallis <egeallis@glenbrook225.org>, James Petrungaro <jpetrungaro@edlawyer.com>, Charles Johns <cjohns@glenbrook225.org>

Dear Mr. Johnson,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. ("Act").

On 9/29/20 we received your request for the following information:

- 1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020 and September 10, 2020.
- 2) All email communication between former Athletic Director Steve Rockrohr and Phil Ralston between January 1, 2020 and September 10, 2020.
- 3) All email communication between former Athletic Director Steve Rockrohr and Tom Mietus between January 1, 2020 and September 10, 2020.
- 4) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

District Response:

Pursuant to Sections 2 and 3.6 and of the FOIA, your request is being designated as a "voluminous request." It is voluminous because it requires the compilation of possibly more than 500 pages of public records. Because your request is voluminous in nature, you must respond within 10 business days and specify whether you would like to amend the request to remove it from being voluminous in nature. If you do not respond within 10 business days, or if you do respond but you do not narrow the request to remove it from being voluminous, the School District will respond to the request and may impose fees as permitted by Section 6 of the FOIA. If fees are assessed, whether you obtain the records made available by the District or not, any unpaid fees will be a debt due and owed to the School District which will be collected in accordance with applicable law.

After the sooner of the receipt of your response or the expiration of the time for you to respond, the School District will respond within five business days, though it may extend its response deadline by up to five additional business days. On the issue of this voluminous request designation, you may file a request for review with the Public Access Counselor ("PAC") pursuant to §9.5 of FOIA. You can file your

Request for Review with the PAC at the Office of the Attorney General, 500 South 2nd Street, Springfield, IL 62706 or by calling 1-877-299-FOIA.

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Mon, Sep 28, 2020 at 10:59 AM David Johnson <davidjohns9966@gmail.com> wrote:
District FOIA Officer(s):

Pursuant to the FOIA, I request electronic copies of the following:

- 1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020 and September 10, 2020.
- 2) All email communication between former Athletic Director Steve Rockrohr and Phil Ralston between January 1, 2020 and September 10, 2020.
- 3) All email communication between former Athletic Director Steve Rockrohr and Tom Mietus between January 1, 2020 and September 10, 2020.
- 4) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

Thanks,
David

--

Rosanne Williamson Ed.D.
Assistant Superintendent for Educational Services
Glenbrook H.S. District 225
3801 West Lake Ave.
Glenview, IL 60026
847-486-4701



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

09.30.20 FOIA Moniquelipmancollins

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Wed, Oct 7, 2020 at 10:40 AM

To: moniquelipmancollins@yahoo.com

Bcc: Elaine Geallis <egeallis@glenbrook225.org>, James Petrungaro <jpetrungaro@edlawyer.com>, Charles Johns <cjohns@glenbrook225.org>

Dear Moniquelipmancollins,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq ("Act").

On 9/30/20 we received your request for the following information:

- The reasons for accommodation for the 237 teachers who are refusing to teach our students on our tax payer dollars and why the school allowed an addition 80+ Teachers to opt in During mid year?

District Response: The Freedom of Information Act (FOIA) does not require agencies to create new records or to conduct research, analyze data, or answer questions when responding to requests. Given the categorical nature of the request, we ask for a specific record.

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Tue, Sep 29, 2020 at 10:30 PM moniquelipmancollins via FOIA <Foia@glenbrook225.org> wrote:

I am requesting under the FOIA the reasons for accommodation for the 237 teachers who are refusing to teach our students on our tax payer dollars and why the school allowed an addition 80+ Teachers to opt in During mid year?

Sent from my iPhone

--

Rosanne Williamson Ed.D.
Assistant Superintendent for Educational Services
Glenbrook H.S. District 225
3801 West Lake Ave.
Glenview, IL 60026
847-486-4701



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Fwd: 09.30.20 FOIA REQUEST Kamensky

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Thu, Oct 15, 2020 at 3:30 PM

To: Rob <misc@netmkt.com>

Bcc: Elaine Geallis <egeallis@glenbrook225.org>, James Petrungaro <jpetrungaro@edlawyer.com>, Charles Johns <cjohns@glenbrook225.org>, Brad Swanson <bswanson@glenbrook225.org>

Dear Mr. Kamensky,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. (Act).

On 9/30/20 we received your request for the following information. On 10/7/20 we stated that we needed an extension of 5 business days and that because our offices were closed October 12, 2020, for Columbus Day, a state holiday, we stated we would respond by October 15, 2020.

You have requested records according to the following bulleted inquiries:

- Requesting information regarding educator's requests for special accommodations from the district to avoid being physically present to teach classes. This request should be construed broadly to include all relevant communications and documents regarding the foregoing.

1. Please provide (by school) a list of the number of educators who have:

- requested accommodation;

District Response: Please see this [documentation](#). Note that some teachers are listed twice because they teach in two different departments.

- the number of accommodations granted including reason or general category for request for accommodation; and

District Response: Please see attached the Summary Data of Accommodations document.

- the number of accommodations denied including reason or general category for request for accommodation and reason for rejection.

District Response: No responsive documents are possessed by the School District.

Note that FOIA does not require the disclosure of "information," explanations or responses to interrogatories. Rather, the FOIA requires only that reasonably identified public records be disclosed unless an applicable exemption allows the record to be withheld. Though you have not identified specific public records to be disclosed, we have reasonably attempted to comply with your request by disclosing records apparently responsive to your inquiries.

2. Please provide a list of all educators who have requested a special or other accommodation to avoid being physically present to teach classes within the District's two schools.

Without limiting the foregoing, the response should include the educator's name, school primarily taught at, the general specialty area of such educator, the general category/type of accommodation requested, whether the accommodation was granted or denied and the date of the request and date of grant/denial.

District Response: Please see [documentation](#) (which is based on the assumption that your request is in response to the COVID pandemic in March 2019) and note that any records not provided is because there are no responsive documents. Note that some teachers are listed twice because they teach in two different departments.

3. Please provide all communications* between the District (and its employees, agents and representatives) and the Glenbrook Education Association regarding educator accommodations.

* including Public Records

District Response: No responsive documents are possessed by the District insofar your request seeks correspondence between the Administration and the Association's representatives. To the extent you are seeking correspondence between Association members (e.g., educators) and the Association, those records are prohibited from disclosure pursuant to Section 7(1)(a) of the FOIA and Section 3(d) of the Illinois Educational Labor Relations Act

4. Please provide all communications* between the District (and its employees, agents and representatives) and any educator regarding educator accommodations.

* including Public Records

District Response: Please see attached Accommodation Request Process document. If you are seeking records other than those disclosed with this correspondence, this request is categorical in nature, and responding to this broad request would be unduly burdensome to the School District. As disclosed to you, over 200 educators requested accommodations. Reviewing each request and determining whether it is exempt (or partially exempt and subject to redaction) would unduly disrupt the operations of the District. Many of the accommodations requests, particularly those involving medical conditions, require the redaction of confidential and personal information. We believe that the records disclosed to you with this correspondence may already provide all of the information you are seeking. To the extent you are seeking communications for individual educators, please identify with particularity the educators for whom you seek records and consider narrowing the scope of your request to avoid the burden on the District.

You have a right to have any denial of your request reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to:

Public Access Counselor Office of the Attorney General
500 South 2nd Street Springfield, Illinois 62706
Phone: 1-877-299-FOIA
E-mail: publicaccess@atg.state.il.us

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services

Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

----- Forwarded message -----

From: **Rosanne Marie Williamson** <rwilliamson@glenbrook225.org>
Date: Wed, Oct 7, 2020 at 10:39 AM
Subject: 09.30.20 FOIA REQUEST Kamensky
To: Rob <misc@netmkt.com>

Dear Mr. Kamensky,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq.

On 9/30/20 we received your request for the following information:

- Requesting information regarding educator's requests for special accommodations from the district to avoid being physically present to teach classes. This request should be construed broadly to include all relevant communications and documents regarding the foregoing.
1. Please provide (by school) a list of the number of educators who have:
 - requested an accommodation;
 - the number of accommodations granted including reason or general category for request for accommodation; and
 - the number of accommodations denied including reason or general category for request for accommodation and reason for rejection.
 2. Please provide a list of all educators who have requested a special or other accommodation to avoid being physically present to teach classes within the District's two schools. Without limiting the foregoing, the response should include the educator's name, school primarily taught at, the general specialty area of such educator, the general category/type of accommodation requested, whether the accommodation was granted or denied and the date of the request and date of grant/denial.
 3. Please provide all communications* between the District (and its employees, agents and representatives) and the Glenbrook Education Association regarding educator accommodations.
* including Public Records
 4. Please provide all communications* between the District (and its employees, agents and representatives) and any educator regarding educator accommodations.
* including Public Records

District Response:

Under the Freedom of Information Act, a public body may extend the time to respond to a FOIA request by up to 5 business days for a limited number of reasons. 5 ILCS 140/3(e). We are extending the time to respond to your request by 5 business day for the following reason(s) :

Responding to the request requires that we collect a (possible) substantial number of specified records.

- We cannot comply with the request for records within the 5 business day time limit without unduly burdening or interfering with our operations.

We will respond to your request by October 15, 2020. Monday, October 12, is Columbus Day, a state holiday, and our offices are officially closed.

Sincerely,
Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Wed, Sep 30, 2020 at 12:13 AM Rob <misc@netmkt.com> wrote:
September 29, 2020

FOIA Officer – Dr. Rosanne Williamson
Glenbrook High Schools District 225
3801 W. Lake Ave., Suite 203
Glenview, IL 60026-5806

Dear FOIA Officer:

Pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq., we hereby request Glenbrook High Schools District 225 produce copies of any and all public records in its possession relating to the following.

We are requesting information regarding educator's requests for special accommodations from the district to avoid being physically present to teach classes. This request should be construed broadly to include all relevant communications and documents regarding the foregoing.

1. Please provide (by school) a list of the number of educators who have:

- requested an accommodation;
- the number of accommodations granted including reason or general category for request for accommodation; and
- the number of accommodations denied including reason or general category for request for accommodation and reason for rejection.

2. Please provide a list of all educators who have requested a special or other accommodation to avoid being physically present to teach classes within the District's two schools.

Without limiting the foregoing, the response should include the educator's name, school primarily taught at, the general specialty area of such educator, the general category/type of accommodation requested, whether the accommodation was granted or denied and the date of the request and date of grant/denial.

3. Please provide all communications* between the District (and its employees, agents and representatives) and the Glenbrook Education Association regarding educator accommodations.

* including Public Records

4. Please provide all communications* between the District (and its employees, agents and representatives) and any educator regarding educator accommodations.

* including Public Records

Pursuant to 5 ILCS 140/6(c), we are requesting the documents be furnished without charge in the public interest. The specific purpose for the request is to access and disseminate information regarding the health, safety and welfare or the legal rights of the general public and is not for the principal purpose of personal or commercial benefit. This request is not for commercial purposes.

We request that the records responsive to our request be provided in electronic format. If electronic format is available, please transmit the records to misc@netmkt.com. If the documents are not available electronically, please advise us at misc@netmkt.com.

We understand that in accordance with the FOIA, we will receive an initial response from Glenbrook High Schools District 225 within five business days beginning the day after Glenbrook High Schools District 225 receives the present request.

Thank you in advance.

R. Kamensky
misc@netmkt.com

3 attachments



Glenbrook High School District 225 Mail - Fwd_ Accommodation Request Process_ 2020-21.pdf
69K



Remote Teachers .csv
11K



Summary Data of Accomodations_ BOE - FOIA (10_13) (1).pdf
13K



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Fwd: Accommodation Request Process: 2020-21

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>
To: Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Oct 13, 2020 at 3:22 PM

----- Forwarded message -----

From: **Brad Swanson** <bswanson@glenbrook225.org>
Date: Tue, Jul 28, 2020 at 10:21 AM
Subject: Accommodation Request Process: 2020-21
To: allstaff <allstaff@glenbrook225.org>

Hi all,

I hope that you and your family have remained safe during these challenging times.

At last night's meeting, the school board approved the [Learning and Operational Plan](#) for this fall.

This plan utilizes a four-step continuum and possible movement dates in the following ways:

- Step One is to begin on August 19 utilizing the e-learning format for all students
- Step Two is likely to begin on Tuesday, September 8, and remains an e-learning format, but begins to provide additional in-person services for identified students
- Step Three, which may begin no earlier than Monday, October 5, provides an AM/PM hybrid model of no greater than 50% of the student body in the building at any one time
- Step Four provides in-person instruction for all students.

I encourage you to review the entire [Learning and Operational Plan](#) to fully understand the specific aspects of the various learning environments and the many operational and safety procedures that will be in place throughout the plan.

At this time, the Human Resources Department would like to better understand how the Learning and Operational Plan may impact your ability to return to in-person work. If you are interested in seeking an accommodation, whether that is to alter your in-person working environment or to work remotely in some fashion, please review and complete the appropriate **Accommodation Request Form**. You may request an accommodation to become active upon the district's movement to Step Two, Step Three, or Step Four. Please know that appropriate documentation will be required to complete your request.

Even though an accommodation request may occur at any time during a school year, we are asking for the initial requests to be **submitted by Monday, August 3**, in order to best facilitate our planning for the start of the school year.

Accommodation Request Forms:**Accommodation Request - Employee Medical Condition**

- Note: This form should also be used for those with age-related concerns for yourself.

Accommodation Request - Consideration of Family Member(s)

- Note: This form should also be used for those with age-related concerns for your family member(s).

Accommodation Request - Child Care Need

Please know that the Human Resources Department will make every effort to review and respond to your request in a timely manner. Please let Alice or me know if you have questions or concerns, and thank you for your understanding and patience throughout this process.

Thanks,
BradBrad Swanson
Assistant Superintendent for Human Resources

10/13/2020

Glenbrook High School District 225 Mail - Fwd: Accommodation Request Process: 2020-21

Glenbrook High Schools District 225
3801 W. Lake Ave. Glenview, IL 60026
Office: 847.486.4704
Fax: 847.724.1793
Cell: 847.745.9706
Email: bswanson@glenbrook225.org
Website: www.glenbrook225.org

School	Department	Last Name	First Name	Work Mode
GBN	Academy	Vincent	David	Works Remotely
GBN	App Tech	Berg	Jason	Works Remotely
GBN	App Tech	Rose	Christina	Works Remotely
GBN	Business E	Freund	Gary	Works Remotely
GBN	Business E	Ingersoll	Mindy	Works Remotely
GBN	Deans	Freund	Gary	Works Remotely
GBN	Deans	Vignocchi	Paul	Works Remotely
GBN	Drama	Gibbs	Johann	Works Remotely
GBN	Drama	Hill	Julie	Works Remotely
GBN	English	Allen	Jessica	Works Remotely
GBN	English	Cohen	Deborah Ann	Works Remotely
GBN	English	Fluegge	Danielle	Works Remotely
GBN	English	Galson	Kerry	Works Remotely
GBN	English	Kang	Hannah	Works Remotely
GBN	English	Kinsella	Kathleen	Works Remotely
GBN	English	Laudadio	Jennifer	Works Remotely
GBN	English	Radford	Carie	Works Remotely
GBN	English	Scholz	Amanda	Works Remotely
GBN	English	Shamrock	Emily	Works Remotely
GBN	English	Timmer	Nicholas	Works Remotely
GBN	English	Upson	Anna	Works Remotely
GBN	Math	Benson	Bradley	Works Remotely
GBN	Math	Brescia	Meghan	Works Remotely
GBN	Math	Campbell	Michael	Works Remotely
GBN	Math	Drucker	Christine	Works Remotely
GBN	Math	Fitzsimons	Karen	Works Remotely
GBN	Math	Goodman	Stephen	Works Remotely
GBN	Math	Knapp	Scott	Works Remotely
GBN	Math	Krickl	John	Works Remotely
GBN	Math	Laker	Kerry	Works Remotely
GBN	Math	Lewis	Mark	Works Remotely
GBN	Math	Maher	Joy	Works Remotely
GBN	Math	McInerney	Rhoda	Works Remotely
GBN	Math	Nabolotny	Rachel	Works Remotely
GBN	Math	Vasilopoulos	Maria	Works Remotely
GBN	Music	Baxmeyer	Alexandra	Works Remotely
GBN	Off Campus	Spigelman	Sarah	Works Remotely
GBN	Phys Ed	Figaro-Brandt	Beth	Works Remotely
GBN	Phys Ed	Kim	Tiffany	Works Remotely
GBN	Phys Ed	Mau	Jennifer	Works Remotely
GBN	Science	Berman	Lindsey	Works Remotely
GBN	Science	Grdinic	Marcel	Works Remotely
GBN	Science	Gutierrez	Katherine	Works Remotely
GBN	Science	Kudert	Grant	Works Remotely
GBN	Science	LeBlanc	Robert	Works Remotely

GBN	Science	Majoros	Sachiko	Works Remotely
GBN	Science	Musolf	Bryan	Works Remotely
GBN	Science	Rockrohr	Mary	Works Remotely
GBN	Science	Schneider	Kristin	Works Remotely
GBN	Science	Travis	Dane	Works Remotely
GBN	Science	Valsamis	Anthony	Works Remotely
GBN	Science	Woods	Christine	Works Remotely
GBN	Soc Stds	Greenstein	Michael	Works Remotely
GBN	Soc Stds	Grimaldi IV	John	Works Remotely
GBN	Soc Stds	Hoynes	Jerome	Works Remotely
GBN	Soc Stds	Kallay	Jeffrey	Works Remotely
GBN	Soc Stds	LeBlanc	Katrina	Works Remotely
GBN	Soc Stds	Rast	Michael	Works Remotely
GBN	Soc Stds	Vincent	David	Works Remotely
GBN	Special Ed	Balaskas	Dimitra	Works Remotely
GBN	Special Ed	Chilver	Kelly	Works Remotely
GBN	Special Ed	Cohen	Kelli	Works Remotely
GBN	Special Ed	Edison	William	Works Remotely
GBN	Special Ed	Gatchalian	Ronald	Works Remotely
GBN	Special Ed	Gomez	Lilian	Works Remotely
GBN	Special Ed	Hoeft-Runde	Tara	Works Remotely
GBN	Special Ed	Izenstark	Matthew	Works Remotely
GBN	Special Ed	Lee	Pearl	Works Remotely
GBN	Special Ed	Nisi	Michael	Works Remotely
GBN	Special Ed	Reed	Martha	Works Remotely
GBN	Special Ed	Sides	Carey	Works Remotely
GBN	Special Ed	Sullivan	Darin	Works Remotely
GBN	Special Ed	Umansky	Rita	Works Remotely
GBN	TLS	Fisher	Kimberly	Works Remotely
GBN	World Lang	Carranza	Lauren	Works Remotely
GBN	World Lang	Hart	Annahi	Works Remotely
GBN	World Lang	Holden	Danielle	Works Remotely
GBN	World Lang	Petrini-Poli	Marie	Works Remotely
GBN	World Lang	Sorkin	Jonathan	Works Remotely
GBN	World Lang	Vakil	Norma	Works Remotely
GBN		Berg	Jason	Works Remotely
GBN		Bozacki - Rae	Joyce	Works Remotely
GBN		Edison	William	Works Remotely
GBN		Gibbs	Johann	Works Remotely
GBN		Goodman	Stephen	Works Remotely
GBN		Greenstein	Michael	Works Remotely
GBN		Hoynes	Jerome	Works Remotely
GBN		Izenstark	Matthew	Works Remotely
GBN		Kang	Hannah	Works Remotely
GBN		Newburger	Kerri	Works Remotely
GBN		Niemiec	Craig	Works Remotely

GBN		Palmer	Ana	Works Remotely
GBN		Rast	Michael	Works Remotely
GBN		Reed	Martha	Works Remotely
GBN		Rogers	Rebecca	Works Remotely
GBN		Rose	Christina	Works Remotely
GBN		Spigelman	Sarah	Works Remotely
GBN		Steffey	Lisa	Works Remotely
GBN		Temple	Maureen	Works Remotely
GBN		Vignocchi	Paul	Works Remotely
GBN		Wagner	Patrick	Works Remotely
GBOC	GBOC IA	Harper	Lisa	Works Remotely
GBOC	GBOC IA	Maltese	Rose	Works Remotely
GBOC	Off Campus	Castelli	Paul	Works Remotely
GBOC	Off Campus	Frankel	Susan	Works Remotely
GBOC	Off Campus	Harper	Lisa	Works Remotely
GBOC	Off Campus	Heineman	Allison	Works Remotely
GBOC	Off Campus	Hopkins	Robert	Works Remotely
GBOC	Off Campus	Joshi	Pa'al	Works Remotely
GBOC	Off Campus	Maltese	Rose	Works Remotely
GBOC	Off Campus	Mcdermott	Julie	Works Remotely
GBOC		Frankel	Susan	Works Remotely
GBOC		Harper	Lisa	Works Remotely
GBOC		Heineman	Allison	Works Remotely
GBOC		Hopkins	Robert	Works Remotely
GBOC		Joshi	Pa'al	Works Remotely
GBOC		Maltese	Rose	Works Remotely
GBOC		Mcdermott	Julie	Works Remotely
GBS	Academy	Field	Scott	Works Remotely
GBS	Academy	Haugh	Lauren	Works Remotely
GBS	Academy	Kane	Hillary	Works Remotely
GBS	Academy	Meyer	John	Works Remotely
GBS	Academy	Walsh	Anne	Works Remotely
GBS	Academy	Wu	Hong	Works Remotely
GBS	App Tech	Klimkowski	Brad	Works Remotely
GBS	App Tech	Leipert	Daniel	Works Remotely
GBS	App Tech	Sinde	Michael	Works Remotely
GBS	App Tech	Zummo	Justin	Works Remotely
GBS	Art	Fuja	Stephanie	Works Remotely
GBS	Art	Webb	Kurt	Works Remotely
GBS	Business E	Blix	John	Works Remotely
GBS	Business E	Macfadden	Michael	Works Remotely
GBS	Business E	McManamon	Rosanna	Works Remotely
GBS	Business E	Whalen	Brian	Works Remotely
GBS	Deans	Braude	Damien	Works Remotely
GBS	Driver Ed	Stanton	Joshua	Works Remotely
GBS	English	Ascencio	Blanca	Works Remotely

GBS	English	Bailey	Stephanie	Works Remotely
GBS	English	Bolf	Steven	Works Remotely
GBS	English	Chiado	Annie	Works Remotely
GBS	English	Cooper	Joy	Works Remotely
GBS	English	Cowlin	John	Works Remotely
GBS	English	Crandus	Yitzchak	Works Remotely
GBS	English	Harris	Marshall	Works Remotely
GBS	English	Kane	Hillary	Works Remotely
GBS	English	Katz	Tara	Works Remotely
GBS	English	Neu	Lisa	Works Remotely
GBS	English	Skaouris	Afrodite	Works Remotely
GBS	English	Wysocki	Robert	Works Remotely
GBS	Fam&Cns Sc	McDonald	Kelli	Works Remotely
GBS	Health	Duffy	Laura	Works Remotely
GBS	Health	Minogue	Thea	Works Remotely
GBS	Math	Bowen	Esther	Works Remotely
GBS	Math	Bushek	Elizabeth	Works Remotely
GBS	Math	Coskey	Kathy	Works Remotely
GBS	Math	Flener	Joellen	Works Remotely
GBS	Math	Hanson	Larissa	Works Remotely
GBS	Math	Karlovsky	Joseph	Works Remotely
GBS	Math	Kotsadam	Ann	Works Remotely
GBS	Math	Nemecek	Elizabeth	Works Remotely
GBS	Math	O'Dwyer	Catherine	Works Remotely
GBS	Math	Rosen	Carrie	Works Remotely
GBS	Math	Schmalzer	Brian	Works Remotely
GBS	Math	Scholten	Katherine	Works Remotely
GBS	Math	Sutherlin	Lauren	Works Remotely
GBS	Math	Wiltjer	Mary	Works Remotely
GBS	Math	Youngberg	Teresa	Works Remotely
GBS	Music	Boron	Brian	Works Remotely
GBS	Music	Kaplan	Aaron	Works Remotely
GBS	Music	Meyer	Kristin	Works Remotely
GBS	Music	Russell	Markeise	Works Remotely
GBS	Phys Ed	Boehmer	Dana	Works Remotely
GBS	Phys Ed	Cichowski	Timothy	Works Remotely
GBS	Phys Ed	Dorn	Kelly	Works Remotely
GBS	Phys Ed	Larsen	Matthew	Works Remotely
GBS	Phys Ed	Minogue	Thea	Works Remotely
GBS	Phys Ed	Monahan	Timothy	Works Remotely
GBS	Phys Ed	Moulakelis	Patricia	Works Remotely
GBS	Phys Ed	Rosinski	Robert	Works Remotely
GBS	Phys Ed	Stanton	Joshua	Works Remotely
GBS	Radio TV	Benca	Julie	Works Remotely
GBS	Science	Andrews	Chiara	Works Remotely
GBS	Science	Cowhey	Robert	Works Remotely

GBS	Science	Davis	Sarah	Works Remotely
GBS	Science	Dillon	Diane	Works Remotely
GBS	Science	Elgass	Laura	Works Remotely
GBS	Science	Ericksen	Mary Ann	Works Remotely
GBS	Science	Glynn	James	Works Remotely
GBS	Science	Gudmundsson	Marianne	Works Remotely
GBS	Science	Hayner	Jennifer	Works Remotely
GBS	Science	Mandarino	Despina	Works Remotely
GBS	Science	Paek	Jeffrey	Works Remotely
GBS	Science	Pasqualin	Jordan	Works Remotely
GBS	Science	Pavic	Lisa	Works Remotely
GBS	Science	Pritzker	Jessica	Works Remotely
GBS	Science	Puppala	Aparna	Works Remotely
GBS	Science	Stein	Deborah	Works Remotely
GBS	Science	Thomas	Madeline	Works Remotely
GBS	Science	Webb	Suzanne	Works Remotely
GBS	Science	Wittenstrom	Rebecka	Works Remotely
GBS	Soc Stds	Barajas	Stephanie	Works Remotely
GBS	Soc Stds	Berkson	David	Works Remotely
GBS	Soc Stds	Budny	Kaitlin	Works Remotely
GBS	Soc Stds	Chambers	Heather	Works Remotely
GBS	Soc Stds	Corcoles	Kelly	Works Remotely
GBS	Soc Stds	Ekstrand	Emily	Works Remotely
GBS	Soc Stds	Flickinger	Susan	Works Remotely
GBS	Soc Stds	Hicks	Daniel	Works Remotely
GBS	Soc Stds	Hinz	Emily	Works Remotely
GBS	Soc Stds	Kinsella	Ryan	Works Remotely
GBS	Soc Stds	Lupfer	Elizabeth	Works Remotely
GBS	Soc Stds	McGuinness	Elisabeth	Works Remotely
GBS	Soc Stds	Meyer	John	Works Remotely
GBS	Soc Stds	Rhoades	Daniel	Works Remotely
GBS	Soc Stds	Scheinkopf	Jeffrey	Works Remotely
GBS	Soc Stds	Schullo	Sejal	Works Remotely
GBS	Soc Stds	Tate	Tara	Works Remotely
GBS	Special Ed	Bolf	Kara	Works Remotely
GBS	Special Ed	Choldin	Mary	Works Remotely
GBS	Special Ed	Dec	Mark	Works Remotely
GBS	Special Ed	Feeney	Julie	Works Remotely
GBS	Special Ed	Harris	Terry	Works Remotely
GBS	Special Ed	Maskin	Leah	Works Remotely
GBS	Special Ed	Stec	Katherine	Works Remotely
GBS	Special Ed	Williams	Megan	Works Remotely
GBS	Studt Serv	Ball-Ryan	Andrea	Works Remotely
GBS	Studt Serv	Bentley	Jennifer	Works Remotely
GBS	Studt Serv	Carroll	Lauren	Works Remotely
GBS	Studt Serv	Drone	Matthew	Works Remotely

GBS	Studt Serv	Hoelt	Pantra	Works Remotely
GBS	Studt Serv	Klebba	Karen	Works Remotely
GBS	Studt Serv	Lesch	Anne	Works Remotely
GBS	Studt Serv	Lowery	Kelly	Works Remotely
GBS	Studt Serv	McBride	Molly	Works Remotely
GBS	Studt Serv	Stump	Lauren	Works Remotely
GBS	Studt Serv	Topham	Matthew	Works Remotely
GBS	Substitute	O'Brien	Kaitlyn	Works Remotely
GBS	Substitute	Scheinkopf	Michelle	Works Remotely
GBS	World Lang	Bertke	Matthew	Works Remotely
GBS	World Lang	Biscotakis	Georgia	Works Remotely
GBS	World Lang	Camacho	Lindsey	Works Remotely
GBS	World Lang	Field	Scott	Works Remotely
GBS	World Lang	Haban	Patricia	Works Remotely
GBS	World Lang	Hanna	Emma	Works Remotely
GBS	World Lang	Haugh	Lauren	Works Remotely
GBS	World Lang	Klahn	Catherine	Works Remotely
GBS	World Lang	Rothrauff	Rachael	Works Remotely
GBS	World Lang	Walsh	Anne	Works Remotely
GBS	World Lang	Wu	Hong	Works Remotely
GBS		Gruber	Lauren	Works Remotely
GBS		Hague	Amy	Works Remotely
GBS		Marabella	Kathleen	Works Remotely
GBS		Neu	Lisa	Works Remotely
GBS		Petrey	Brianne	Works Remotely
GBS		Schmalzer	Brian	Works Remotely
GBS		Skaouris	Afrodite	Works Remotely
GBS		Webb	Suzanne	Works Remotely

	All Accommodation Requests	Personal Medical	Family Medical	Child Care
	Total Requests	Total Requests	Total Requests	Total Requests
Certified	222	84	61	77



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Re: 09.29.20 FOIA Johnson and 10.6.20 Amended FOIA

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Wed, Oct 14, 2020 at 3:51 PM

To: David Johnson <davidjohns9966@gmail.com>

Bcc: Elaine Geallis <egeallis@glenbrook225.org>, James Petrungaro <jpetrungaro@edlawyer.com>, Brad Swanson <bswanson@glenbrook225.org>, Charles Johns <cjohns@glenbrook225.org>

Dear Mr. Johnson,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. ("Act").

On 10/6/20 we received your amended request for the following information:

1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020, and September 10, 2020.

District Response:

Given the categorical and overly broad nature of the request, we request that you reduce the request to more manageable proportions or your request will be denied as unduly burdensome. A preliminary search of the records responsive to this request reveals that there are over 850 emails responsive to your request. Each of those emails have to be reviewed for data/information that as a matter of law is: (1) prohibited from disclosure (e.g. confidential student identifiers and records pursuant to Section 7(1)(a) and 7.5(r) of the FOIA and Illinois School Student Records Act 105 ILCS 10/1, et seq. and the Family Educational Rights and Privacy Act, 20 U.S.C. Sec. 1232g); or, (2) is otherwise permissibly exempt from disclosure pursuant to Sec. 7 of the FOIA. Any applicable exemptions would then have to be set forth and explained to you pursuant to the FOIA. This manual review would take dozens upon dozens of hours to complete. The Act does not require a public body to undertake such an extensive exercise, particularly when specific public records have not been identified. I invite you to narrow the breadth and depth of your request and we will make a new determination as to whether any revised request you submit can be complied with without unduly disrupting the District's operations.

2) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

District Response:

Please see the pertinent Board meeting [agenda](#) as well as the attached documents. Any additional responsive records are exempt under section 7(1)(f) of FOIA, which includes "Preliminary drafts, notes, recommendations, memoranda, and other records in which opinions are expressed, or policies or actions are formulated, except that a specific record or relevant portion of a record shall not be exempt when the record is publicly cited and identified by the head of the public body." The School District also requests that if you seek records beyond those that are enclosed, that you identify with particularity what is meant by "relating to" in your request. A determination as to whether a document "relates to" a particular subject is a discretionary exercise that requires the production of new records or the assertion of an informational response beyond the disclosure of reasonably identified records that is not required by the FOIA.

Unique identifiers, including names, titles and contact information has been redacted from some of the responsive documents. Such information has been redacted pursuant to Sec. 7(1)(b), which exempts private information, and Sec. 7(1)(c), which exempts personal information, the disclosure of which would be an undue invasion of privacy. In particular, the identity of the individual reported to have been harassed has been redacted, as well as the identity of the individual who submitted a report. The District strives to uphold the confidentiality of complainants and victims to preserve the complaint process and to encourage such reporting.

You have a right to have any denial of your request reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to:

Public Access Counselor Office of the Attorney General
500 South 2nd Street Springfield, Illinois 62706
Phone: 1-877-299-FOIA
E-mail: publicaccess@atg.state.il.us

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Tue, Oct 6, 2020 at 3:20 PM David Johnson <davidjohns9966@gmail.com> wrote:
I amend my request to the following:

- 1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020 and September 10, 2020.
- 2) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

On Tue, Oct 6, 2020 at 2:32 PM Rosanne Marie Williamson <rwilliamson@glenbrook225.org> wrote:

Dear Mr. Johnson,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. ("Act").

On 9/29/20 we received your request for the following information:

- 1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020 and September 10, 2020.
- 2) All email communication between former Athletic Director Steve Rockrohr and Phil Ralston between January 1, 2020 and September 10, 2020.

- 3) All email communication between former Athletic Director Steve Rockrohr and Tom Mietus between January 1, 2020 and September 10, 2020.
- 4) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

District Response:

Pursuant to Sections 2 and 3.6 and of the FOIA, your request is being designated as a “voluminous request.” It is voluminous because it requires the compilation of possibly more than 500 pages of public records. Because your request is voluminous in nature, you must respond within 10 business days and specify whether you would like to amend the request to remove it from being voluminous in nature. If you do not respond within 10 business days, or if you do respond but you do not narrow the request to remove it from being voluminous, the School District will respond to the request and may impose fees as permitted by Section 6 of the FOIA. If fees are assessed, whether you obtain the records made available by the District or not, any unpaid fees will be a debt due and owed to the School District which will be collected in accordance with applicable law.

After the sooner of the receipt of your response or the expiration of the time for you to respond, the School District will respond within five business days, though it may extend its response deadline by up to five additional business days. On the issue of this voluminous request designation, you may file a request for review with the Public Access Counselor (“PAC”) pursuant to §9.5 of *FOIA*. You can file your Request for Review with the PAC at the Office of the Attorney General, 500 South 2nd Street, Springfield, IL 62706 or by calling 1-877-299-FOIA.

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Mon, Sep 28, 2020 at 10:59 AM David Johnson <davidjohns9966@gmail.com> wrote:
District FOIA Officer(s):

Pursuant to the FOIA, I request electronic copies of the following:

- 1) All email communication between former Athletic Director Steve Rockrohr and principal Fagel between March 1, 2020 and September 10, 2020.
- 2) All email communication between former Athletic Director Steve Rockrohr and Phil Ralston between January 1, 2020 and September 10, 2020.
- 3) All email communication between former Athletic Director Steve Rockrohr and Tom Mietus between January 1, 2020 and September 10, 2020.

4) All written communication relating to any discipline or the departure of former Athletic Director Steve Rockrohr.

Thanks,
David

3 attachments



05.00.G.a. Minutes September 21, 2020 Special Board Meeting.pdf
74K



20200924_RESIGNATION AGREEMENT - Signed by both.pdf
518K



Email.pdf
477K

**MINUTES OF SPECIAL BOARD MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, SEPTEMBER 21, 2020**

A special meeting of the Board of Education, School District No. 225 was held on Monday, September 21, 2020, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

*** This meeting was conducted telemetrically using the Zoom webinar platform pursuant to [Executive Order in Response to COVID-19 No. 5](#)**

The president called the meeting to order. Upon calling of the roll, the following members answered present:

Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

Also present: Fagel, Geallis, Geddeis, Gravel, Johns, Markey, Raflares, Swanson, Williamson

Approval of Agenda for this Meeting

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Kim, Sztainberg, Taub

nay: none

Motion carried 6-0.

Mr. Shein arrived at 7:03 p.m.

Recognition of Community Visitors

The Board president thanked the community for all of their comments. He stated that per our policy we normally allow 30 minutes of public comment, but extended the time to 60 minutes for this meeting. (There were over 150 recorded messages and one hour of the messages were played; the rest are available on our website.)

Community members commented on:

- Their concern about moving to hybrid before planned
- The safety and spread of the virus in the community with the return to school
- The importance of the process, the metrics and the original operational plan

- The pros and cons of reopening
- The hard work of the Board, teachers, staff and the administration in these unprecedented times
- Their concern for the social and emotional health of students
- A teacher's comment to their classroom that students wouldn't be back this whole school year
- Screen time

Progress Updates Regarding the Learning and Operational Plan for the 2020-21 School Year

The Board president:

- Provided insight on the Board's perspective
- Discussed the process and the plan
- Stated the Board is not varying from the plan
- Explained the Board is using their best judgement
- Noted the Board has benefited from input from various sources
- Shared that the Board continues to look at additional available information to make the most informed decision regarding the risks to students, staff and the community

The administration:

- Provided a progress update
- Shared metrics split between health (IDPH) and operation (internal) metrics
- Defined health metrics by Geographic Region
- Reviewed Health Metrics
 - Metric 1: Average Weekly Cases per 100,000
 - Metric 2: Test Positivity %
 - Metric 3: Rolling 7 day average
 - Metric 4: Increased Youth Cases - Rolling 7 Day Average
- Reviewed Operations Metrics:
 - Operations Metric 1 - Sufficient Inventory/Access to Required PPE
 - Operations Metric 2 - Implementation of 6 Foot Radius for Learning
 - Operations Metric 3 - Personnel
- Discussed Determining Movement Along Continuum
 - The superintendent thanked the advisory committee for all their work
 - Shared an overview of the advisory committee discussion
 - Reviewed two possible options to bring students back
- Highlighted Revised Schedules and the move of the Institute Day
- Shared Testing Survey on School Based COVID Testing

In response to board members' questions, the administration:

- Provided clarification on survey data collection and explained we are still waiting on additional information from our attorney
- Will change survey based on recommendation from the Board
- Reviewed the pros and cons of two proposed hybrid options
- Explained the process if a student does not pass the health survey or possible testing
- Discussed the cost estimates of testing and possible ways to pay for the testing (grants, etc.)
- Shared thoughts on who would get the results of the testing and discussed contact tracing
- Will provide additional information regarding testing at the next regular board meeting

Board members:

- Would like information sent to families to be more clear and concise
- Asked that administration to clearly communicate with both students and parents on what the hybrid model will look like so that they have clear expectations
- Want the administration to provide clear expectations of students returning to the building regarding the rules and consequences of any violations
- Noted that it is not mandatory that students return to the hybrid model, a student/family can decide to continue with a 100% e-learning experience and the decision can change over time
- Reminded families that they may reach out to their childrens' counselors for help with a student's social and emotional health
- Shared their opinions on the two proposed hybrid models as well as the proposed change in schedule

In response to board members' questions, the administration:

- Provided additional clarification on the two proposed hybrid models
- Shared clarifying information on number of students that would be in attendance based on the proposed models
- Explained possible communication challenges based on constant changing of models
- Stated based on the last survey 8% of students would continue e-learning and would not return to the classroom
- Noted a slow ramp of the hybrid model will set up both teachers and students for success; this is a new experience and will allow all to respond to challenges as they pop up
- Agreed that the goal would be to be at a full hybrid model by October 20th as long as the data and the metrics remain the same
- Will work on metrics to provide the Board so that they can give the superintendent direction on how to proceed to make a decision if the schools need to be closed

Healthcare Premium Rates for Plan Year January 1, 2021 - December 31, 2021

The administration:

- Provided a brief historical overview of the District's review of the health insurance program
- Reviewed the current process used in developing the rates for this plan year
- Shared timeline and will share recommendations at the next regular board meeting
- Will be asking the Board to vote at the September 29 meeting to allow time for open enrollment

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by Mrs. Hanley to move into closed session at approximately 10:41 p.m. to consider:

- the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity;
- collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees;
- (Section 2(c) (1) and (2) of the Open Meetings Act).

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

Mr. Shein left the meeting.

The Board returned to open session at 11:17 p.m.

Possible Action Regarding the Resolution Authorizing Notice of Charges and Dismissal of Tenured Employee

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to accept the resignation agreement with Steve Rockrohr and the Board.

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Kim, Sztainberg, Taub

nay: none

Motion carried 6-0.

Review and Summary of Board Meeting

The board president summarized what happened at the meeting and future meeting dates.

Possible Topics for Future Board Meetings

Future Regular Meeting Dates:

Saturday, September 26, 2020 - 8:00 a.m. - Special Board Meeting

Tuesday, September 29, 2020 - 7:00 p.m. - Regular Board Meeting

Tuesday, October 13, 2020 - 7:00 p.m. - Regular Board Meeting

Monday, October 26, 2020 - 7:00 p.m. - Regular Board Meeting

Adjournment

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 11:21 p.m.

Upon call for a vote on the motion, all present voted aye.*

Motion carried 6-0.

* Doughty, Glowacki, Hanley, Kim, Sztainberg, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

RESIGNATION AGREEMENT

THIS AGREEMENT is entered into on the dates set forth below by and between the Board of Education of Northfield Township High School District No. 225 ("BOARD") and Steve Rockrohr ("ROCKROHR"), collectively referred to as the "parties".

WHEREAS, ROCKROHR is currently employed as an Athletic Director in Northfield Township High School District No. 225 (the "District"); and

WHEREAS, ROCKROHR, after careful consideration and of his own volition, has determined that it is in his best interest to resign from his employment as an employee of the BOARD and to submit an irrevocable letter of resignation; and

WHEREAS, the BOARD wishes to provide ROCKROHR the opportunity to resign in accordance with the terms and conditions set forth in this Agreement;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

Section 1. By executing this Agreement, ROCKROHR tenders to the BOARD his voluntary and irrevocable resignation from employment in the District effective immediately. An executed copy of his resignation letter is attached to this Agreement and incorporated as Exhibit A, which resignation the BOARD accepts.

Section 2. In consideration for ROCKROHR'S resignation and his execution of this Resignation Agreement, the BOARD agrees that:

A. Through September 30, 2020, ROCKROHR will be paid his regular salary.

B. ROCKROHR will be paid the per current diem value of his fifty-nine (59) unused, accumulated vacation days. This payment will be made in a lump sum within 30 days of execution of this Agreement.

C. The BOARD will not contest ROCKROHR'S claim for unemployment benefits, should he choose to apply for the same.

D. All employment inquiries regarding ROCKROHR'S employment in the District will be answered by the Assistant Superintendent for human Resources and will contain information regarding employment dates, positions held and most recent salary amount.

Section 3. In consideration of the promises and payments contained herein, ROCKROHR and his attorneys, heirs, agents, representatives, successors, executors and assigns, and each and every one of them, hereby release, discharge, and forever free the BOARD and its members, officers, agents, representatives, administrators, employees, insurers, attorneys, successors and assigns, and each and every one of them, from any and all claims, debts, dues, demands, liens, obligations, fees (including attorneys' fees), actions or causes of action, of every kind or nature,

at law or in equity, both in court or before an administrative body, which ROCKROHR may now have or claim to have, whether known or unknown, anticipated or unanticipated, against the BOARD and its members, officers, agents, representatives, administrators, insurers, employees, attorneys, successors and assigns, and each and every one of them, by reason of any act done or omitted to be done connected with the past or present relationship between the parties arising out of ROCKROHR'S employment with the BOARD up to the effective date of this Agreement. This release specifically includes, but is not limited to, rights or claims which may be brought under the Illinois *School Code*, the *Americans with Disabilities Act of 1990*, 42 U.S.C. Sec. 12101 *et seq.* as amended, *Section 504* of the *Rehabilitation Act of 1973*, 29 U.S.C. Sec. 794(a), *Title VII* of the *Civil Rights Act of 1991*, 42 U.S.C. 2000e *et seq.*, the *Illinois Human Rights Act*, 775 ILCS 5/1 *et seq.*, the *Illinois Wage Payment and Collection Act*, 820 ILCS 115/1 *et seq.*, the *Illinois Educational Labor Relations Act*, 115 ILCS 5/1 *et. seq.*, the Illinois and United States Constitutions, and any other federal, state, or local statute, law, administrative regulation, order, or BOARD policy. This release does not include any claims arising out of future events taking place after the effective date of the Agreement or any claims to enforce the terms of the Agreement.

Further, ROCKROHR commits and covenants to the fullest extent permitted by law not to initiate or voluntarily participate in any litigation, administrative

proceeding, grievance, arbitration, unfair labor practice, or other similar process against the BOARD and its members, and the BOARD's officers, agents, representatives, administrators, insurers, employees, attorneys, successors and assigns, related to the past or present relationship between the parties arising out of ROCKROHR's employment with or resignation from the District, except for any claims arising out of future events taking place after the effective date of this Agreement or any claims to enforce the terms of this Agreement.

Section 4. ROCKROHR knowingly and voluntarily relinquishes and waives all legal and equitable remedies provided under the federal *Age Discrimination in Employment Act*, as amended. Further, ROCKROHR acknowledges that he is aware of and understands all rights and claims pursuant to the *Older Workers Benefit Protection Act of 1990*, [29 U.S.C. §§621, 623, 626, and 630, as amended by Pub. L. 101-43], including without limitation, the following:

(a) That by virtue of entering this Agreement, he does not waive rights or claims that may arise after the date of execution of this Agreement; and,

(b) That he waives rights or claims under the *Older Workers Benefit Protection Act* only in exchange for consideration in addition to anything of value to which he already is entitled to arising out of his employment relationship with the BOARD; and,

(c) That he has the right to be provided twenty-one (21) days following the

receipt of this Agreement to consider entering into and signing this Agreement (consideration period); and,

(d) That for a period of at least seven (7) days following his execution of this Agreement, he will have the right to revoke this Agreement. This Agreement shall not be effective until ROCKROHR's revocation period has expired without a revocation of this Agreement.

In return for the promises, and other consideration provided herein, ROCKROHR has agreed to and hereby waives the aforesaid twenty-one (21) day consideration period. ROCKROHR hereby declares that his waiver of his 21-day consideration period and all other rights under the *Age Discrimination in Employment Act* follows his receipt of the advice of counsel and is knowing and voluntary. ROCKROHR further agrees that any changes to this Agreement, whether material or immaterial, will not restart the running of the consideration period.

Section 5. This Agreement shall be binding upon the BOARD, its successors and assigns, and shall be binding upon ROCKROHR, his heirs, agents, attorneys and assigns.

Section 6. This Agreement sets forth all the promises, agreements, terms, conditions and understandings between the parties relative to the subject matter hereof, and no other promises, agreements, or undertakings either oral or written, expressed or implied exist between the parties.

Section 7. No subsequent alteration, amendment, change, addition, deletion, or modification to this Agreement shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

Section 8. This Agreement shall be interpreted and enforced according to the statutes and case laws of the State of Illinois regardless of the later residence or domicile of any of the parties.

Section 9. The parties signing this Agreement do hereby warrant and represent that they have read this Agreement, that they have had sufficient time to consider and comprehend the terms contained herein and consult counsel of their choice, that they understand the terms and provisions contained herein, that they are mentally competent and under no physical or mental disability that precludes them from understanding the nature and implications of this Agreement, and that they have voluntarily signed hereafter.

Section 10. This Agreement may be executed in duplicate counterparts each with the same force and effect as the original.

IN WITNESS WHEREOF, the parties have approved and executed this Agreement to become effective, subject to the terms set forth herein, upon execution by the second party.

(PARTIES SIGNATURE PAGE TO FOLLOW BELOW)

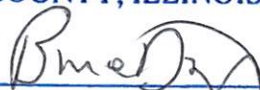
execution by the second party.

(PARTIES SIGNATURE PAGE TO FOLLOW BELOW)

BOARD OF EDUCATION OF
NORTHFIELD TOWNSHIP HIGH
SCHOOL DISTRICT
Steve Rockrohr
COOK COUNTY, ILLINOIS

Steve Rockrohr

NO. 225,

BY: 
President

Dated: Sept. 20, 2020

Attest: Rosanne Marie Williamson
Secretary

Dated: September 20, 2020

EXHIBIT A
RESIGNATION LETTER

Sept. 20, _____, 2020

Dear Board Members and Dr. Johns:

I hereby irrevocably and voluntarily resign as an employee of the Board of Education of Northfield Township High School District 225 immediately. Thank you for your consideration.

Sincerely,

Steve Rockrohr

Steve Rockrohr

From: **Brad Swanson** <bswanson@glenbrook225.org>
Date: Tue, Aug 18, 2020 at 11:35 AM
Subject: Re: File a personnel complaint
To: [REDACTED]

Thanks for sharing this information.
Please know that I will be in contact if anything else is needed.

Thanks,
Brad

Brad Swanson
Assistant Superintendent for Human Resources
Glenbrook High Schools District 225
3801 W. Lake Ave. Glenview, IL 60026
Office: 847.486.4704
Fax: 847.724.1793
Cell: 847.745.9706
Email: bswanson@glenbrook225.org
Website: www.glenbrook225.org

On Tue, Aug 18, 2020 at 9:42 AM [REDACTED]
wrote:
Brad,

Below, you will find my version of what I heard during our faculty convocation this morning.

Thanks,

[REDACTED]

During our meeting this morning, there was pre-meeting banter. Steve Rockrohr was logged in with his camera off but was not on mute. He was talking to another male during this time. They mentioned moving their computer to another room to hook it up to a monitor and getting some yogurt.

Then, [REDACTED] unmuted to say that [REDACTED] was having issues logging in because a cap had been reached. She joked that maybe he should have logged in earlier.

At that point, Steve Rockrohr said "The only good thing about [REDACTED] is her huge breasts."

On Tue, Aug 18, 2020 at 9:16 AM Brad Swanson <bswanson@glenbrook225.org> wrote:

I am able to do a phone call at this time to begin the process... What phone number is best for you?

You can certainly call me at [REDACTED]

Thanks,
Brad

On Aug 18, 2020, at 9:02 AM, [REDACTED] wrote:

Brad,

I am available from 9-10am and from 10:30am until 2pm. Would one of those windows of time work for you?

On Tue, Aug 18, 2020 at 9:00 AM Brad Swanson <bswanson@glenbrook225.org> wrote:

[REDACTED]

Thank you very much for your email.
I am very sorry to hear about this.

Please let me know what windows of time you have available today.

Thanks,
Brad

On Aug 18, 2020, at 8:54 AM, [REDACTED] wrote:

Brad,

Today, during our faculty convocation, I heard public sexual harassment of an employee by an administrator. I would like to talk to you to share the details of my complaint.

[REDACTED]

--

[REDACTED]

[REDACTED]

--
[REDACTED]

--
[REDACTED]



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

10.14.20 FOIA Spaniak Re: FOIA for recorded board meeting - all since February 2020

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Thu, Oct 15, 2020 at 10:00 AM

To: Kati Spaniak <kati@spaniakteam.com>

Bcc: Elaine Geallis <egeallis@glenbrook225.org>, Charles Johns <cjohns@glenbrook225.org>

Dear Ms. Spaniak,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq.

On 10/14/20 we received your request for the following information:

- Last night's board meeting, October 13, in video format
District Response: Please click on the following links:
[Video Recording of 10.13.20 Regular Board Meeting - Part 1](#)
[Video Recording of 10.13.20 Regular Board Meeting - Part 2](#)

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
3801 West Lake Avenue
Glenview, IL 60026

On Wed, Oct 14, 2020 at 8:20 AM Kati Spaniak <kati@spaniakteam.com> wrote:

While the title says all board meetings, this FOIA is specifically for the meeting from October 13, 2020. Thank you.

Kati

--

Kati Spaniak

The Spaniak Team - eXp Realty

Team Leader & Founder

Over \$240 Million and 400 Transactions Sold

Direct: 847-318-3431

Office: 847-379-8813

Kati@SpaniakTeam.com

Never trust wiring instructions sent via email. Always independently confirm wiring instructions in person or via a telephone call to a trusted and verified phone number. Never wire money without double-checking that the wiring instructions are correct.

On Wed, Oct 14, 2020 at 7:00 AM Kati Spaniak <kati@spaniakteam.com> wrote:

Dr Williamson,

Please provide last night's board meeting, October 13, in video format.

I would ask that all board meetings be provided on the website without a FOIA request in the future.

Kati

—

Kati Spaniak
The Spaniak Team
Team Leader and Founder
eXp Realty

847-318-3431
Kati@spaniakteam.com
www.spaniakteam.com

--

Rosanne Williamson Ed.D.
Assistant Superintendent for Educational Services
Glenbrook H.S. District 225
3801 West Lake Ave.
Glenview, IL 60026
847-486-4701



Elaine Geallis <egeallis@glenbrook225.org>

Re: Freedom of Information Request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Fri, Oct 16, 2020 at 11:20 AM

To: Keith Galloway <kgalloway@ridesta.com>

Bcc: egeallis@glenbrook225.org

Dear Mr. Galloway,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. (Act).

On 10/16/20 we received your request for the following information:

1. PDF emailed copies of all bid submittals submitted for consideration in response to your recent RFP for General Education Student Transportation Bid, due on November 21, 2019.

District Response: Please see attached.

2. PDF emailed copies of bid results for General Education Student Transportation Bid, due on November 21, 2019.

District Response: Please see attached.

3. Copies of executed contract(s) with vendor(s) awarded transportation services for RFP General Education Student Transportation Bid, due on November 21, 2019.

District Response: Please see attached.

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
[Glenbrook High School District 225](#)
[3801 West Lake Avenue](#)
[Glenview, IL 60026](#)

On Fri, Oct 16, 2020 at 7:33 AM Keith Galloway <kgalloway@ridesta.com> wrote:

Good Morning,

Please find a Freedom of Information request for your consideration.

Best Regards,

Keith F. Galloway

Vice President of Logistics/Business Development

Student Transportation of [America](#)

[2 Stoney Hill Circle](#)

[Coventry, RI 02816](#)

401-439-6536

kgalloway@ridesta.com

--

Rosanne Williamson Ed.D.
Assistant Superintendent for Educational Services
Glenbrook H.S. District 225
[3801 West Lake Ave.](#)
[Glenview, IL 60026](#)
847-486-4701

2 attachments



First Student Contract 2020-2023_final.pdf
95K



First Student Proposal.pdf
921K

PUPIL TRANSPORTATION SERVICES AGREEMENT

IT IS HEREBY AGREED on this 24th day of February, 2020, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225, (hereinafter referred to as the “BOARD”) and FIRST STUDENT, INC. (hereinafter referred to as “CONTRACTOR”), that CONTRACTOR shall provide PUPIL TRANSPORTATION services with the following understandings:

1. All terms, conditions, and provisions set forth in the bid specifications, bid instructions, and in the bid submitted by the CONTRACTOR, are incorporated herein by reference and said documents are attached hereto as Exhibit A. Exhibit B represents the contractors response and shall be considered a contractual document. Table 1 represents the agreed upon cost structure for the first year of the contract.

Table 1 Contract Fees		Contract Rate
To/From Bus Routes*	Per Run	\$117.91
Charter Service**	Per Hour	\$43.48
Annual Increase	Per Year	3%
Number of Routes***	Per School Day***	67 routes

* Includes all Glenbrook North, Glenbrook South, Off Campus to/from routes, intercampus daily shuttles, late activity buses and two daily shuttles to off campus locations.

**Current contract: minimum of (3) hours per charter. New contract: minimum of (2) hours per charter.

*** If the number of routes increases the per run rate will apply. If the number of routes decreases the contract rate will be adjusted. This applies to days school is in session and bus riders are physically on campus. .

2. This contract shall begin on July 1, 2020 and terminate on June 30, 2023. Contract may be extended, if mutually agreed, for an additional two years.

3. In executing this Agreement, CONTRACTOR represents and warrants as follows:

a) CONTRACTOR is solely responsible for payment, according to law, of all income taxes and other required withholding for CONTRACTOR and his/her/its employees;

b) No workers compensation insurance or unemployment insurance shall be obtained by the BOARD concerning the CONTRACTOR, or employees of the CONTRACTOR. Said coverage, to the extent required by law, shall be provided by the CONTRACTOR.

c) CONTRACTOR has complied with all federal, state, and local laws regarding business permits, certificates, taxes, and licenses that may be required to carry out the work to be performed under this Agreement. It is expressly understood that the BOARD enters this Agreement on the express understanding that the CONTRACTOR possesses and will maintain throughout the term of this Agreement the certificate(s) and/or

appropriate professional credentials required of the service to be performed hereunder. Proof of required certifications will be provided to the BOARD upon request. Failure to have or maintain the certificate(s) required hereunder is cause for immediate termination;

d) CONTRACTOR is in full compliance with the Illinois Preference Act and the Illinois Prevailing Wage Act, where applicable;

e) CONTRACTOR (employing 25 or more employees) is in full compliance with the Illinois Drug Free Workplace Act, as applicable;

f) CONTRACTOR shall not discriminate against any employee or applicant for employment on the basis of race, color, religion, national origin, ancestry, citizenship status, age, sex, marital status, order of protection status, disability, or military services; and

g) CONTRACTOR has a written sexual harassment policy in compliance with the requirements of the Illinois Human Rights Act (775 ILCS 5/2-105(A)), if applicable.

4. CONTRACTOR shall invoice the BOARD monthly. All invoiced amounts are due and payable by the BOARD in accordance with the Local Government Prompt Payment Act, 50 ILCS 505/1 et seq.

5. The CONTRACTOR is solely responsible for payment, according to law, of all federal, state or local income taxes and other required withholdings for CONTRACTOR'S employees.

6. This Agreement may be terminated by either party if the other party is in breach of any material provisions of this Agreement, but only after written notice of default and an opportunity to cure said default has been provided. A party shall have fourteen (14) days after receiving written notification of default in which to cure the identified default.

Either party may terminate this Agreement effective 7/1, without cause, upon 90 day prior written notice to the other party of the intent to terminate without cause. The parties shall deal with each other in good faith during the (90) day notice period.

In the event this Agreement is terminated, the BOARD shall pay CONTRACTOR for services provided up to the date of termination.

7. Any notices required to be given pursuant to this Agreement shall be addressed to the following and sent via first class United States mail, return receipt requested, or via facsimile:

<p>To the BOARD:</p> <p>Kimberly Ptak Director of Operations and Purchasing Glenbrook High School District 225 3801 W. Lake Avenue Glenview, IL 60026 FAX: (847)486-4734</p>	<p>To the CONTRACTOR:</p> <p>Name: First Student, Inc.</p> <p>Address: 1823 Centre Point Circle, Suite A</p> <p>City/State/Zip: Naperville, Illinois 60563</p> <p>Fax: 630-596-4416</p>
---	---

8. CONTRACTOR may not assign this Agreement without prior written agreement by the BOARD.

9. Each of the parties and their successors and assigns shall, and hereby covenant to, and indemnify and hold harmless, the other and the agents, officers, representatives, successors, and assigns of each at all times from and after the date of this Agreement and in respect to any damages insofar as such damages arise out of, are based upon, or result from the performance of this Agreement.

10. This Agreement may be amended or modified only by a written instrument signed by both parties.

11. This Agreement shall be governed by, and construed in accordance with, the laws of the State of Illinois.

Kimberly Ptak

Kimberly L. Ptak
Director of Operations
Glenbrook High School District 225

Name:
Title:
First Student

11/21/2019

Dr. Kimberly Ptak
Director of Operations/ CSBO
Glenbrook High School District 225
3801 W. Lake Ave. Suite 301
Glenview, IL 60026

Dear Dr. Ptak:

First Student is pleased to submit a proposal to the Glenbrook High School District 225 in response to your General Education Student Transportation Bid. In the accompanying executive summary and proposal documents, we outline the many ways First Student will continue to use our local and national resources to meet your requirements and organizational goals with a customized approach. We are truly excited by the prospect of continuing our partnership with the Glenbrook High School District 225 to provide safe, efficient, world-class pupil transportation in the Glenview community.

We understand your decision regarding student transportation services has an impact on many stakeholders, and we have developed this highly competitive proposal with each in mind. Thank you for giving First Student this opportunity to continue our valued partnership with Glenbrook High School District 225.

Please feel free to contact me directly if you have any questions regarding our proposal.

Sincerely,

Freddie Sims
District Manager
Office: 630-886-9122
Freddie.Sims@firstgroup.com



LIMITED POWER OF ATTORNEY


FIRST STUDENT, INC. ("First Student") hereby appoints Leslie Norgren as its Attorney in Fact ("Attorney"). **FIRST STUDENT** authorizes Leslie Norgren, for and on behalf of the corporation, to do the following:


Execute, sign, and deliver documents relating to the Glenbrook High School District 225, 3801 W. Lake Avenue, Suite 301, Glenview, IL 60026 bid on behalf of First Student, Inc.

FIRST STUDENT gives Leslie Norgren full power, authority and discretion to do all things required or permitted to be done as fully as if any officer of the company was personally present, with full power of revocation and substitution, hereby ratifying and confirming all that my Attorney shall do or cause to be done by virtue hereto.

IN WITNESS WHEREOF, I have signed this Power of Attorney on this 11th day of November 2019.

WITNESS:


Print Name: Stephanie Curry



Christa McAndrew, Assistant Secretary

State of Ohio)

County of Hamilton)

Before me, the undersigned, a Notary Public in and for said county and state, personally appeared Christa McAndrew, who executed the foregoing Power of Attorney and acknowledged the signing thereof to be his voluntary act for the uses and purposes therein contained.

IN TESTIMONY WHEREOF, I have signed and affixed by seal to this Power of Attorney this 11th day of November 2019.


(Notary Public)



ANDREW WESLEY PUGH
Notary Public, State of Ohio
My Commission Expires 05-20-2024

LIMITED POWER OF ATTORNEY

FIRST STUDENT, INC. ("First Student") hereby appoints Freddie Sims as its Attorney in Fact ("Attorney"). **FIRST STUDENT** authorizes Freddie Sims, for and on behalf of the corporation, to do the following:

Execute, sign, and deliver documents relating to the Glenbrook High School District 225, 3801 W. Lake Avenue, Suite 301, Glenview, IL 60026 bid on behalf of First Student, Inc.

FIRST STUDENT gives Freddie Sims full power, authority and discretion to do all things required or permitted to be done as fully as if any officer of the company was personally present, with full power of revocation and substitution, hereby ratifying and confirming all that my Attorney shall do or cause to be done by virtue hereto.

IN WITNESS WHEREOF, I have signed this Power of Attorney on this 11th day of November 2019.

WITNESS:

Stephanie Curry

Print Name:

Stephanie Curry

Christa McAndrew

Christa McAndrew, Assistant Secretary

State of Ohio)

County of Hamilton)

Before me, the undersigned, a Notary Public in and for said county and state, personally appeared Christa McAndrew, who executed the foregoing Power of Attorney and acknowledged the signing thereof to be his voluntary act for the uses and purposes therein contained.

IN TESTIMONY WHEREOF, I have signed and affixed by seal to this Power of Attorney this 11th day of November 2019.

Andrew Wesley Pugh
(Notary Public)



ANDREW WESLEY PUGH
Notary Public, State of Ohio
My Commission Expires 05-20-2024

EXECUTIVE SUMMARY

Caring for students today, tomorrow, together.®

Glenbrook High School District 225 is committed to providing this generation with a quality education as a foundation for responsible and successful citizenship. You are preparing your students to lead healthy, successful and productive lives. You are also serving a new generation of parents — tech-savvy and increasingly conscious of the safety and happiness of their children. And like many districts across the United States, Glenbrook High School District 225 is carefully balancing the need for services that support your educational mission with the responsibility to keep the district fiscally sound.

First Student has more than a century of experience connecting schools with the communities they serve, safely and dependably. Our mission is to help students start and finish their school day in a state of well-being because we are more than just a service provider – we are a vital partner in the educational experience.

Our Understanding of Glenbrook High School District 225's Service Objectives

Glenbrook High School District 225 wants to be confident your transportation partner has the resources to operate with the highest standards for safety, quality and transparency; help control your transportation costs; and work collaboratively to overcome the daily challenges of a student transportation system. We believe First Student is the right partner to help meet these objectives because of the local, regional and national resources we can dedicate to Glenbrook High School District 225's transportation program:

A Strong Customer Focus, Supported by Communication:

- First Student's company history can be traced back to 1913, which gives us more than century of experience providing safe and reliable student transportation. We have extensive experience in full-service student transportation management, special-needs transportation, route optimization and scheduling, and charter services. When you contract with First Student, you gain global expertise powered by local resources. That is part of the reason that 92% of our customers say that they would recommend First Student to another school district.
- We are honored to have such a long-standing partnership with Glenbrook High School District 225. Throughout our 10-year history serving the district, achieving the highest standards has been our shared goal and communication has been key. Our location hosts a dedicated phone line for District communication, which has encouraged and supported open and ongoing communication.
- Our employees not only gain personal fulfilment from helping students make a safe and positive transition between home and school, but they also bring local community knowledge, which is vital to a student transportation program.

Driver Retention:

- **Driver Recruitment and Retention** – First Student will be able to meet your staffing needs, regardless of how many route groups we may be awarded: We have five talent acquisition specialists that are assigned to support First Student locations across North America. Each talent acquisitions manager specializes in a geographic region and works with our local managers to develop a solid understanding of staffing cycles — retention trends during the

local and regional management teams distill data from multiple systems and reports into representative Key Performance Indicators (KPIs). This enables our location manager to prioritize and focus his/her daily actions on activities that directly impact service effectiveness and quality.

Fleet and Equipment

First Student's proprietary Customer FOCUS interface gives the District direct access to actual vs. planned metrics in both replay and report formats. Replay and bus location information can be viewed by the District in near real-time while actual vs. planned data can be viewed at a District-wide and/or an individual route level, providing complete transparency.

Service Enhancing Technology

To facilitate a higher level of safety, open and transparent operations, and enhanced communication between schools and parents:

First Planning Solutions has been in operation for over 25 years and brings wide-ranging expertise in routing system deployment and management. The team provides a range of services to school districts seeking to optimize routing systems and operations and has done so in a breadth of system scenarios.

- This team works with several routing software packages used by school districts with distinct budgetary, demographic, geographic and operational circumstances. We can utilize Versatrans or other systems and use our expertise. With our experienced routing team, have been able to cut and combine routes and make it as efficient as possible for your districts.
- The District will benefit from our Versatrans experience. FPS installed its first Versatrans system in 1998. Today, FPS supports more than seventy (70) Versatrans instances operated by First Student locations and employs certified Route Planning system experts. FPS also brings expertise in the installation and support of the E-Link Online Information Portal, Onscreen GPS Vehicle Location, Schools Interoperability Framework (SIF) Agent and Triptracker Field Trip Software applications.

FirstView™ Bus Tracking and Communications Product Suite: We have included in our proposal to the district First Student's proprietary FirstView™ bus tracking product suite. The suite brings together GPS, electronic routing software and First Student's operations platform, FOCUS™, to enhance communication and visibility into your transportation system. It consists of the FirstView™ District Dashboard and the FirstView™ Parent App.

- The **FirstView™ District Dashboard** can be incorporated as a stand-alone product and easily accessed via desktop or tablet for clear, mobile access to your entire transportation system. The District Dashboard allows the district to view when buses arrive at schools and stops; drill down to analyze school-, route- stop- and student-level information; access Planned vs. Actual, On-time Performance, and Route Replay results; and much more.
- The **FirstView™ Parent App** gives parents direct access to status updates for their child's school bus. Whether deciding the best time to meet at the stop, or seeking detailed delay notifications, FirstView™ gives parents and students the information they need to plan their day and stay connected.

FirstACTS® Student Contact Tracking: FirstACTS® is a powerful web-based communication tool that helps you easily and efficiently track student conduct on school buses. Designed to improve reliability and speed, FirstACTS® delivers driver notifications directly to the school, tracks the school's actions and provides a response back to the driver. This platform offers a range of reporting capabilities and tools to assist in tracking specific actions by driver, student, school or bus. Student incident histories can be searched, and trends and patterns can be identified and addressed.

throughout our parent company FirstGroup America's transportation divisions: First Student, First Transit, First Vehicle Services and Greyhound.

References

We welcome the opportunity to continue our partnership with Glenbrook High School District 225. In our long history of service, which we can trace back to 1950, we have developed great relationships with similar districts. We encourage you to reach out to other First Student customers: **D219 Niles Township, D70 Morton Grove, Community Consolidated School District 21, Prospect Heights School District 23, Indian Prairie D204, Belvidere CUSD#100.**

Contract Language

This proposal assumes that, based on the RFP and this submission, Glenbrook High School District 225 and First Student sign a mutually acceptable contract for a three (3) year term. Subsequent to award and any additional negotiation, our legal team will work with your legal representative to create a mutually agreeable contract. **Please refer to the section tab titled "Suggested Contract Language" for suggested language and required modifications to the RFP and Contract.** It is our intent that the end product of these discussions provides mutually beneficial protections for both Glenbrook High School District 225 and First Student.

First Student is the Right Choice for Glenbrook High School District 225

As the most chosen and trusted student transportation service provider in North America, we have a breadth and depth of experience in full-service student transportation management, special-needs transportation, route scheduling and optimization, and charter services. **That is partly why 92% of our customers say they would recommend First Student to another school district.**

I look forward to further discussing First Student's proposal and how our capabilities can continue to help strengthen your transportation program.

Should you have any questions please contact:

Freddie Sims
District Manager
630.886.9122
Freddie.Sims@firstgroup.com

Certificate of Eligibility to Contract

I, Leslie Norgren (pursuant to Section 5/10-20.21 (b) of the School Code) hereby certify that neither I, nor any of my partners, or officers or owners of First Student, Inc. (name of entity):

1. Have been convicted in the past five (5) years of the offense of bid-rigging under Section 33E of the Illinois Criminal Code of 1961, 720 ILCS 5/33 E-1 et seq. as amended;
2. Have ever been convicted of the offense of bid-rotating under Section 33E-4 of the Illinois Criminal Code of 1961, as amended;
3. Have ever been convicted of bribing or attempting to bribe an officer or an employee of the State of Illinois; or
4. Have made an admission of guilt of any of the above conduct which is a matter of record.

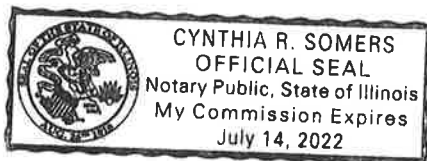
Furthermore, I certify that I, my partners, officers or owners of First Student, Inc. (name of entity), and its affiliates have and will continue to collect and remit Illinois Use Tax, to the extent required under the Illinois Use Tax Act, 35 ILCS 105/1 et seq. In certifying to the above, I hereby acknowledge that the Board of Education may declare any contract awarded pursuant to this bid void if this certification is false.

By: _____

Authorized Agent of Bidder

Subscribed and sworn to before me this 1st day ofNovember, 2019.

Notary Public



Certificate Regarding Sexual Harassment Policy

First Student, Inc. (Contractor) does hereby certify (pursuant to Section 2-105 of the Illinois Human Rights Act (775 ILCS 5/2-105) that (he, she, it) has adopted a written sexual harassment policy that includes at a minimum the following information (i) the illegality of sexual harassment; (ii) the definition of sexual harassment under Illinois Law; (iii) a description of sexual harassment utilizing examples; (iv) internal compliant process including penalty; (v) the legal recourse, investigate and complaint process available through the Illinois Department of Human Rights and the Illinois Human Rights Commission; (vi) directions on how to contact the Department and Commission; and (vii) protection against retaliation as provided. Bidder further certifies that it will comply with the Illinois Human Rights Act implementing regulations required for all public contractors and included herein as Attachment to Form C.

By: _____


Authorized Agent of BidderSubscribed and sworn to before me this 1st day ofNovember, 2019.
Notary Public

Certificate Regarding Compliance with the Illinois Human Rights Act

Contractor shall be required to comply with the following provisions only if and to the extent they are applicable under the law. The Contractor agrees to fully comply with the requirements of the Illinois Human Rights Act, 775 ILCS 5/1-101 *et seq.*, including, but not limited to, the provision of sexual harassment policies and procedures pursuant to Section 2-105 of the Act. The Contractor further agrees to comply with all federal Equal Employment Opportunity Laws, including, but not limited to, the Americans With Disabilities Act, 42 U.S.C. Section 12101 *et seq.*, and rules and regulations promulgated thereunder. The following provisions are included in this contract pursuant to the requirements of the regulations of the Illinois Department of Human Rights, Title 44, Part 750, of the Illinois Administrative Code (see 44 Ill. Admin. Code 750.20). As required by Illinois law, in the event of the Lessor's non-compliance with the provisions of this Equal Employment Opportunity Clause, the Illinois Human Rights Act or the Rules and Regulations of the Illinois Department of Human Rights ("Department"), the Contractor may be declared ineligible for future contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations, and the contract may be canceled or voided in whole or in part, and such other sanctions or penalties may be imposed or remedies invoked as provided by statute or regulations. During the performance of this contract, the Contractor agrees as follows:

- A. That it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, marital status, national origin or ancestry, age, citizenship status, physical or mental handicap or disability unrelated to ability, military status or an unfavorable discharge from military service, or arrest record status; and further that it will examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization.
- B. That, if it hires additional employees in order to perform this contract or any portion thereof, it will determine the availability (in accordance with the Department's Rules) of minorities and women in the area(s) from which it may reasonably recruit and it will hire for each job classification for which employees are hired in such a way that minorities and women are not underutilized.
- C. That, in all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, sexual orientation, marital status, national origin or ancestry, age, citizenship status, physical or mental handicap or disability unrelated to ability, military status or an unfavorable discharge from military service, or arrest record status.
- D. That it will send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of the Lessor's obligation under the Illinois Human Rights Act and the Department's Rules. If any such labor organization or representative fails or refuses to cooperate with the Contractor in its efforts to comply with such Act and Rules, the Contractor will promptly notify the Department and the contracting agency and will recruit employees from other sources when necessary to fulfill its obligation thereunder.
- E. That it will submit reports as required by the Department's Rules, furnish all relevant information as may, from time to time, be requested by the Department or the contracting agency, and in all respects comply with the Illinois Human Rights Act and the Department's Rules.
- F. That it will permit access to all relevant books, records, accounts and work sites by personnel of the contracting agency and the Department for purposes of investigation to ascertain compliance with the Illinois Human Rights Act and the Department's Rules.
- G. That it will include verbatim or by reference the provisions of this clause in every subcontract it awards under which any portion of the contract obligations are undertaken or assumed, so that

such provisions will be binding upon such subcontractor. In the same manner as with other provisions of this contract, the Contractor will be liable for compliance with applicable provisions of this clause by such subcontractors; and further it will promptly notify the contracting agency and the Department in the event any subcontractor fails or refuses to comply therewith. In addition, the Contractor will not utilize any subcontractor declared by the Illinois Human Rights Commission to be ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations.

By: _____



Authorized Agent of Bidder

Subscribed and sworn to before me this 1st day ofNovember, 2019.

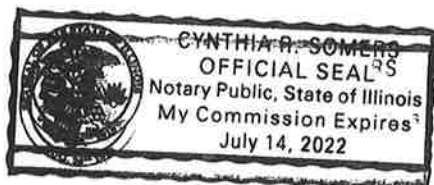
Notary Public



Certificate Regarding Ban on Tobacco

First Student, Inc. (Contractor), pursuant to the School Code, hereby certifies that (his, her, its) employees and any sub-contractors will abide by the ban on smoking in all school buildings and on all school grounds; and during the performance of any services under any contract awarded pursuant to this Bid and, that it will abide by a ban on the use of electronic cigarettes, e-cigarettes, similar devices, and tobacco products in all school buildings and on all school grounds, and during the performance of any services under any contract awarded pursuant to this Bid.

By: _____


Authorized Agent of BidderSubscribed and sworn to before me this 1st day ofNovember, 2019.
Notary Public

Certificate of Compliance with Illinois Drug-Free Workplace Act

First Student, Inc. (Contractor, having 25 or more employees), does hereby certify pursuant to Section 3 of the *Illinois Drug-Free Workplace Act*, as amended (30 ILCS 580/3) that (he, she, it) shall provide a drug-free workplace for all employees engaged in the performance of work under the contract by complying with the requirements of the *Illinois Drug-Free Workplace Act*, as amended (30 ILCS 580/1 et seq.), and further certifies that (he, she, it) is not ineligible for award of this contract by reason of debarment for a violation of the *Illinois Drug-Free Workplace Act*, as amended (30 ILCS 580/1 et seq.).

By: _____

Authorized Agent of Bidder

Subscribed and sworn to before me this 1st day ofNovember, 2019.

Notary Public



References

Please provide reference information for five (5) public school districts:

Reference #1	
Client/Company Name	D219 Niles Township
Contact Person	Eric Trimberger, Assistant Superintendent for Business/CSBO
Address	7700 Gross Point Rd Skokie, IL 60077
Phone	847-626-3967
Email	eritri@219.org

Reference #2	
Client/Company Name	Prospect Heights School District 23
Contact Person	Amy K. McPartlin, Chief School Business Official
Address	700 N. Schoenbeck Road Prospect Heights, IL 60070
Phone	847-870-5552
Email	amcpartlin@d23.org

Reference #3	
Client/Company Name	Community Consolidated School District 21
Contact Person	Micheal DeBartolo, Assistant Superintendent for Finance & Operations
Address	999 W Dundee Road Wheeling, Illinois, 60090
Phone	847-520-2707
Email	micheal.debartolo@ccsd21.org

Reference #4	
Client/Company Name	Indian Prairie D204
Contact Person	Ron Johnson, Director of Support Services
Address	7540 S. 86th Ave Justice, IL 60458
Phone	(630) 375-3000
Email	Ronald_Johnson@ipsd.org

Reference #5	
Client/Company Name	Belvidere CUSD#100
Contact Person	Greg Brown, CFO
Address	1201 5th Avenue Belvidere, IL 61008
Phone	815-544-8605
Email	gbrown@district100.com

Addendum Acknowledgement Form

First Student, Inc, (Contractor), does hereby acknowledge and certify the receipt of the following addenda:

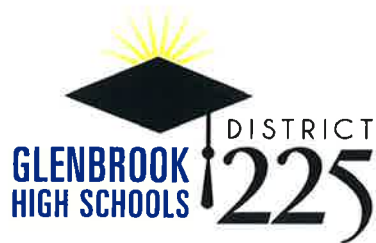
- Addendum No. 1 Dated 11/12
- Addendum No. _____ Dated _____
- Addendum No. _____ Dated _____
- Addendum No. _____ Dated _____
- Addendum No. _____ Dated _____
- Addendum No. _____ Dated _____
- Addendum No. _____ Dated _____

By: 
Authorized Agent of Bidder

Subscribed and sworn to before me this 1st day of
November, 2019.


Notary Public





**General Education Transportation Services
Bid Submission Form**

Section 1 - Bidder Contact Information

Company Submitting Bid:

First Student, Inc.

Contact Person Name:

Freddie Sims

Contact Person Phone Number:

630-886-9122

Contact Person Email:

freddie.sims@firstgroup.com

Section 2 - Daily To/From School Routes

	A	B	C	B+C=D	A*D=E	E*178
2020-21 Rates:	Current # of Routes	AM Route Rate	PM Route Rate	Total Daily Route Rate	Extended Daily Cost	Cost for 178 Days
Glenbrook North	9	\$ 144.43	\$ 144.43	\$ 288.85	\$ 2,599.65	\$ 462,737.70
Glenbrook South	14	\$ 144.43	\$ 144.43	\$ 288.85	\$ 4,043.90	\$ 719,814.20
Glenbrook Off Campus	5	\$ 144.43	\$ 144.43	\$ 288.85	\$ 1,444.25	\$ 257,076.50
Total 2020-21 Cost To/From School Routes						\$1,439,628.40

Section 3 - Daily Activity Bus Routes

2020-21 Rates:		Route 1		Route 2		Cost	
School	Pick-Up Time	Number of Buses	Pick-Up Time	Number of Buses	Daily Route Rate	Total Route Rate for 178 days	
Glenbrook North	Start Time: 4:45 PM 30-60 minutes	1	Start Time: 5:45 PM 30-60 minutes	1	\$ 90.00 (per trip)	\$ 32,040.00	
Glenbrook South	Start Time: 4:45 PM 30-60 minutes	3	Start Time: 5:45 PM 30-60 minutes	1	\$ 90.00 (per trip)	\$ 64,080.00	
Glenbrook Off Campus	Start Time: 3:15 PM 30 minutes	1	N/A	N/A	\$ 90.00 (per trip)	\$ 16,020.00	
Total 2020-21 Cost To/From Activity Bus Routes						\$ 112,140.00	

Section 4 - Daily Shuttle Service

2020-21 Rates:		Route 1		Route 2		Cost	
Route	Pick-Up Time	Number of Buses	2nd Pick-Up Time	Number of Buses	Daily Route Rate	Total Route Rate for 178 days	
From Glenbrook North to Glenbrook South	7:45 AM 30 minutes	1	10:45 AM 30 minutes	1	\$ 90.00 (per trip)	\$ 32,040.00	
From Glenbrook South to Glenbrook North	7:45 AM 30 minutes	1	10:45 AM 30 minutes	1	\$ 90.00 (per trip)	\$ 32,040.00	
Based at Glenbrook Off Campus	8:00 AM - 3:15 PM All day	1	n/a	n/a	\$ 68.46 (per hour)	\$ 88,347.63	
Total 2020-21 Cost Shuttle Bus Routes						\$ 152,427.63	

Section 5 - Total FY 2020-21 School Year Cost Summary

	2020-21 School Year
Total To/From School Routes (From Section 2)	\$ 1,439,628.40
Total Activity Bus Routes (From Section 3)	\$ 112,140.00
Total Shuttle Bus Routes (From Section 4)	\$ 152,427.63
Total 2020-21 Cost To/From, Activity, Shuttle	\$ 1,704,196.03

Section 6 - Charter Service for Academic and Student Activity Field Trips

	Hourly Charter Service Cost	Minimum Number of Hours or "N/A"
2020-21 Rates	\$43.48 per hour	2 hours

Section 7 - Duration of Agreement Terms

	2020-21 School Year	2021-22 School Year	2022-23 School Year
Annual Increase (If Any)	N/A As Defined in Sections 2-4	3.0 %	3.0 %

Section 8 - Other Cost Savings for Daily To/From School Routes

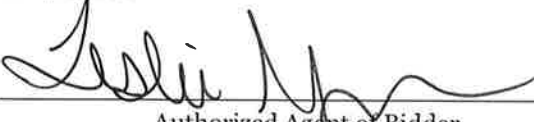
Please indicate the daily, per route (AM and PM) cost savings should the bus be able to perform another route with another district before or after the District route.

Daily AM Route Savings Per Bus \$ 51.50

Daily PM Route Savings Per Bus \$ 51.50

Section 9 - Certificate of Pricing Submitted

First Student, Inc. (Contractor), does hereby submit the pricing model specified within this document.

By: 
Authorized Agent of Bidder

Subscribed and sworn to before me this 1st day of November, 2019.


Notary Public

