

TO: Dr. Mike Riggle

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.



Elaine Geallis <egeallis@glenbrook225.org>

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## Re: FOIA Charles Johns Contract

1 message

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**Rosanne Marie Williamson** <rwilliamson@glenbrook225.org>

Tue, Feb 19, 2019 at 12:13 PM

To: "Kukulka, Alex" <akukulka@chicagotribune.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Kukulka,

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 2/12/19 we received your request for the following information:

- Charles Johns' contract as superintendent for Glenbrook High Schools District 225

**District Response: Please see attached.**

Sincerely,

On Tue, Feb 12, 2019 at 1:58 PM Kukulka, Alex <akukulka@chicagotribune.com> wrote:

Hi Rosanne and Karen,

Attached, please find a FOIA request for Charles Johns' contract.

Best,  
Alex

**Alexandra Kukulka**

Reporter Glenview/Northbrook

**Chicago Tribune/Pioneer Press**

160 N Stetson Ave

Chicago, IL

60601

USA

[akukulka@chicagotribune.com](mailto:akukulka@chicagotribune.com)

mobile: (708) 228-4291

[www.chicagotribune.com/suburbs/glenview/](http://www.chicagotribune.com/suburbs/glenview/)

[www.chicagotribune.com/suburbs/northbrook/](http://www.chicagotribune.com/suburbs/northbrook/)

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



**Superintendent's Employment Agreement 2019-2022.pdf**

611K

**SUPERINTENDENT’S EMPLOYMENT AGREEMENT (2019-2022)**

**THIS EMPLOYMENT AGREEMENT** is made and entered into on the date hereinafter set forth by and between the BOARD OF EDUCATION, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the “BOARD”), and CHARLES JOHNS (the “SUPERINTENDENT”).

**IT IS AGREED:**

**1. EMPLOYMENT**

The SUPERINTENDENT is hereby hired and retained from July 1, 2019 through and including June 30, 2022 as Superintendent of Schools and Chief Executive Officer of the School District.

**2. DUTIES**

The duties and responsibilities of the SUPERINTENDENT shall be those incidental to the office of the Superintendent of Schools, those set forth in the job description (contained in Board Policy, as adopted, and which may be amended from time to time), those obligations imposed by the laws of the State of Illinois upon the SUPERINTENDENT, and to perform other professional duties customarily performed by a Superintendent of Schools as from time to time may be assigned to the SUPERINTENDENT by the BOARD. The SUPERINTENDENT shall have charge of the administration of the School District under the policies of the BOARD. He shall direct and assign, place and transfer all employees, and shall organize and administer the affairs of the School District as best serves the School District consistent with Board Policy and BOARD directives. He shall from time to time suggest regulations, rules and procedures deemed necessary for the well-ordering of the School District. The BOARD reserves the right to

reassign the SUPERINTENDENT to different duties customarily performed by other executive officers of high school district from time to time, during the life of this Agreement, without a loss of contract term, pay and/or benefits.

**3. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS**

In accordance with the requirements of the *Illinois School Code*, the parties have jointly developed performance goals for the SUPERINTENDENT with respect to student performance and academic improvement, and have appended the goals to become a part of this Agreement as Exhibit A. These goals are subject to modification by mutual agreement of the BOARD and the SUPERINTENDENT prior to August 1, 2019.

The BOARD shall determine whether the SUPERINTENDENT has met the performance goals after an evaluation of the SUPERINTENDENT. The BOARD shall issue its determination in writing and present it to the SUPERINTENDENT during the annual evaluation required under this Agreement.

**4. COMPENSATION**

In consideration of the compensation set forth below (hereinafter "Base Salary"), the SUPERINTENDENT hereby agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement (except as otherwise provided in this Agreement), in order to perform faithfully the duties of Superintendent of Schools. The SUPERINTENDENT'S Base Salary for the 2019-2020 school term (July 1, 2019 - June 30, 2020) shall be Two Hundred Fifty Thousand Dollars (\$250,000.00). Base Salary for the remaining years of this Agreement will be set annually by agreement of the BOARD and the SUPERINTENDENT, but in no event will such annual Base Salary be less than that paid for the

preceding school term. Salary shall be paid in equal installments in accordance with the policy of the BOARD governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Agreement, and other amounts as may be required by law.

In consideration of such compensation for each school year of this Agreement, the SUPERINTENDENT hereby agrees to devote his entire time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of Superintendent of Schools.

The BOARD retains the right to adjust the annual compensation, salary, and/or fringe benefits of the SUPERINTENDENT during the life of this Agreement, provided that any such compensation, salary, and/or fringe benefits adjustment(s) shall not be lower than the annual compensation, salary, and fringe benefits paid by the BOARD in the preceding contract year. Any adjustment in compensation, salary and/or fringe benefits made during the life of this Agreement shall be or presently is in the form of an amendment and shall become a part of this Agreement; provided, however, that it shall not be considered that the BOARD has entered into a new agreement with the SUPERINTENDENT nor that the termination date of this Agreement has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Agreement for additional periods of time, if both parties should agree, and said agreement is reduced to writing.

The BOARD agrees to pay the SUPERINTENDENT for any transition days that the SUPERINTENDENT may work prior to July 1, 2019 at the SUPERINTENDENT'S per diem based on the base annual salary for the 2019-2020 contract year. Said days shall be mutually

agreed to by the SUPERINTENDENT, current administration and the BOARD.

**5. DEFERRED COMPENSATION**

The SUPERINTENDENT may elect that a portion of his annual compensation be used to purchase a tax-sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Section 457 of the *Internal Revenue Code of 1986* ("the Code"), as amended. The SUPERINTENDENT may also, at his option, elect to forego a portion of any increase to the annual compensation paid to him under this Agreement and have that amount contributed to such a tax-sheltered annuity and/or deferred compensation plan. It is understood and agreed that the cost of the purchase of said annuity, and contributions to said annuity and/or deferred compensation plan, shall be deducted from the SUPERINTENDENT'S annual compensation and shall not require an expenditure of funds by the BOARD above the amount paid to the SUPERINTENDENT in the form of annual compensation. The amounts so contributed shall not exceed an amount equal to the maximum allowable contributions under the *Internal Revenue Code*. This provision is intended to be a salary reduction agreement.

In addition, each contract year, the BOARD shall provide a non-elective employer contribution in the amount of Four Hundred and Fifty Dollars (\$450) payable in equal monthly installments. The SUPERINTENDENT did not have the option to receive said non-elective contribution as cash.

**6. EVALUATION**

The BOARD and SUPERINTENDENT agree that during the life of this Agreement there shall be an evaluation of the SUPERINTENDENT'S job performance. The BOARD shall

endeavor to complete an evaluation of the SUPERINTENDENT'S performance by June 1, of each year of this Agreement. The evaluation shall consider, but not be limited to, an examination of the establishment and maintenance of educational goals, administration of personnel, rapport with the BOARD and such other factors of appraisal that may be established by the parties. The parties may elect to meet and confer on the evaluation prior to the preparation of the written summary. Failure by the BOARD to complete an evaluation does not preclude the SUPERINTENDENT'S the nonrenewal of this Agreement.

**7. LICENSURE**

The SUPERINTENDENT shall furnish to the BOARD, a valid, appropriate and properly registered license to act as Superintendent of Schools, in accordance with the laws of the State of Illinois and as directed by the BOARD. At all times during the term of this Agreement, the SUPERINTENDENT shall maintain and register his license to act as Superintendent of Schools in accordance with the laws of the State of Illinois and as directed by the BOARD.

**8. OTHER WORK**

With the prior agreement of the BOARD, the SUPERINTENDENT may undertake speaking engagements, writing, or other professional duties and obligations. Such other work shall not interfere with the SUPERINTENDENT'S obligations set forth in this Agreement.

**9. TERMINATION OF AGREEMENT**

This Employment Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the SUPERINTENDENT gives the



BOARD at least one hundred eighty (180) days written notice of the proposed resignation.

- D. Discharge for cause. "For cause" shall mean any conduct, act, or failure to act by the SUPERINTENDENT, which is detrimental to the best interests of the School District, as determined by the BOARD. Reasons for discharge for cause shall be given in writing to the SUPERINTENDENT, who shall be entitled to notice and a hearing before the BOARD to discuss those causes. If the SUPERINTENDENT chooses to be accompanied by legal counsel, the SUPERINTENDENT shall bear any costs therein involved. The BOARD hearing shall be conducted in closed session. The BOARD will not arbitrarily or capriciously call for the dismissal of the SUPERINTENDENT.
- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.

Nothing shall prohibit the BOARD from suspending the SUPERINTENDENT with or without pay pending final adjudication by the BOARD. After the effective date of termination of this Agreement, including dismissal, the SUPERINTENDENT shall not be entitled to any further payments of compensation of any kind under this Agreement, except that the SUPERINTENDENT shall be entitled to any vested benefits then due and payable under the terms and provisions of the Illinois Teachers' Retirement System or by law. The SUPERINTENDENT's dismissal pursuant to this Agreement shall render all other agreements between the BOARD and the SUPERINTENDENT which would otherwise accrue after the date

of termination (including, but not limited to, all other SUPERINTENDENT's Agreements occurring from and after the date of termination) null and void.

**10. PROFESSIONAL ACTIVITIES**

The SUPERINTENDENT shall be allowed to attend appropriate professional meetings, community service organizations, and continuing education at the local, state and national levels, as determined by the BOARD. Within budget constraints, and with the prior approval of the BOARD, the BOARD shall pay the costs of attendance.

**11. VACATION**

The SUPERINTENDENT shall receive twenty (20) work days of vacation annually, exclusive of legal holidays, and two (2) work days of personal leave annually. The scheduling of more than ten (10) consecutive work days for vacation shall be with prior BOARD approval. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for use during the next year to a maximum of twenty (20) days. Any accumulated vacation days, up to twenty (20) days, remaining upon termination of the SUPERINTENDENT's employment shall be paid on a per diem basis, said per diem rate determined by the fraction  $1/260$  multiplied by the annual compensation then paid to the SUPERINTENDENT. Said payment shall be made to the SUPERINTENDENT after the SUPERINTENDENT'S final work day and after receipt of his final paycheck for regular earnings.

**12. SICK LEAVE AND DISABILITY**

On July 1, 2019, the BOARD shall grant the SUPERINTENDENT a grant of thirty (30) sick leave days which shall be immediately available for use. Effective July 1, 2020, the

SUPERINTENDENT shall be entitled to fifteen (15) work days of sick leave annually. However, if the SUPERINTENDENT becomes disabled (as defined by the group disability insurance policy then maintained by the BOARD), he shall be allowed to use all of his then accumulated and unused sick and personal leave prior to receiving the benefits of said disability policy as amended from time to time. Unused sick leave shall accumulate in accordance with BOARD Policy 3020 for Administrative Personnel on the accumulation of sick leave. As of the date of execution of this Agreement, The SUPERINTENDENT may accumulate a maximum of 360 days of sick leave.

The SUPERINTENDENT shall have the right, upon his resignation or retirement, to receive credit for accumulated sick leave with the Illinois Teachers' Retirement System as permitted by Illinois Teachers' Retirement System rules and regulations.

Should the SUPERINTENDENT be incapable of performing the duties and obligations covenanted herein by reason of illness, accident, or other disability, and such disability continues for more than four (4) consecutive months, following the exhaustion of all paid benefits (sick and personal leave) due the SUPERINTENDENT, or if said disability is permanent, irreparable, or of such nature as to render the SUPERINTENDENT unable to perform the essential functions of the positions of Superintendent of Schools, the BOARD may, at its option, terminate this Agreement, whereupon all respective duties, rights, and obligations as set forth herein or related hereto shall terminate, provided, however, the SUPERINTENDENT may, at such time, elect to retire and in such case shall be entitled to any retirement benefits afforded members of the administrative staff. Prior to termination for disability, the SUPERINTENDENT may request a hearing in closed executive session by the BOARD.

**13. HOSPITALIZATION/MAJOR MEDICAL INSURANCE**

The BOARD shall provide and pay the premiums for hospitalization, major medical and dental insurance for the SUPERINTENDENT, his spouse and the dependent members (as defined by the contract of insurance then in effect) of his immediate family during the life of this Agreement, in accordance with the basic insurance coverage provided to certificated members of the professional administrative staff. In this regard, the SUPERINTENDENT may elect, in his discretion, whichever plan is then being offered to all employees of the District, and shall not be required to make any contributory payment for premiums in excess of the least expensive plan then being offered to employees of the District.

**14. TERM LIFE INSURANCE**

The BOARD shall provide and pay the premiums for a term life insurance policy for the SUPERINTENDENT during the life of this Agreement in the amount of two times (2x) the SUPERINTENDENT's annual salary as defined in Section 4 of this Agreement, but excluding deferred compensation, and other fringe benefits being paid under this Agreement, which is in accordance with BOARD policy for Administrative personnel on the provision of such insurance. The BOARD shall assign the ownership of the term life insurance to a person or trust designated by the SUPERINTENDENT, and upon termination of this Agreement shall allow that owner to continue that life insurance policy at its (or his) own expense.

**15. MEDICAL EXAMINATION**

At least annually, the SUPERINTENDENT shall obtain a comprehensive medical examination, the actual cost of which shall be paid by the BOARD. A copy of the examination or certificate of the physician certifying the physical ability of the SUPERINTENDENT to

perform the essential functions of the position of Superintendent of Schools shall be given to the President of the BOARD. The physician performing the medical examination shall be one licensed to practice medicine in all of its branches and shall be chosen by the BOARD, or by mutual agreement of the BOARD and SUPERINTENDENT.

**16. MEMBERSHIP DUES**

The SUPERINTENDENT, upon proper substantiation, shall be reimbursed for all dues and membership fees for those professional and community organizations to which he belongs, within budget constraints and with prior BOARD approval.

**17. NOTICE**

Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of personal delivery, on the next business day after sending by commercial overnight courier, or on the second business day after the mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

|                      |   |
|----------------------|---|
| If to the BOARD, to: | BOARD OF EDUCATION<br>Northfield Township School<br>District No. 225<br>3801 W. Lake Avenue<br>Glenview, Illinois 60025 |
|----------------------|---|

If to the SUPERINTENDENT, to: Dr. Charles Johns

(or at the last address of the SUPERINTENDENT contained in official Business Office records of the BOARD).

**18. BUSINESS EXPENSES**

It is anticipated and agreed that the SUPERINTENDENT shall be required to incur certain expenses for the official business of the BOARD. As such, the BOARD agrees to

reimburse the SUPERINTENDENT for such reasonable and necessary expenses incurred by him on behalf of the BOARD, subject, however, to substantiation, budget constraints and the BOARD'S approval of such expenses.

**19. OTHER BENEFITS AND LEAVE**

The SUPERINTENDENT shall be allowed such other privileges, leaves and/or fringe benefits, including tuition reimbursement, not specifically enumerated as were extended to all other certificated administrative personnel as contained in Board Policy 3020 (Administrative Personnel), as amended from time to time, except as set forth herein. The amounts or levels of such privileges, leaves and/or fringe benefits, shall not be reduced as to the SUPERINTENDENT for the duration of this Agreement. However, in consideration of the compensation and other benefits provided by the BOARD in this Agreement, the SUPERINTENDENT agrees to waive his rights under Board Policy: Voluntary Termination Benefits for Administrators and Supervisors (6100), revised August 31, 2009, and as amended from time to time.

**20. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION**

In addition to the compensation to be paid to the SUPERINTENDENT by the BOARD pursuant to this Agreement, the BOARD will pick-up and pay on the SUPERINTENDENT'S behalf, the entire required retirement contribution to TRS pursuant to the *Illinois Pension Code*. The SUPERINTENDENT shall have no right or claim to the funds so remitted except as they may subsequently become available from the Illinois Teachers' Retirement System upon retirement or resignation.

**21. PROFESSIONAL LIABILITY**

The BOARD agrees that it shall defend, hold harmless, and indemnify the SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against the SUPERINTENDENT in his individual capacity, or in his official capacity as agent and employee of the BOARD or the School District, provided the incident arose while the SUPERINTENDENT was acting within the scope of his employment and excluding criminal litigation, and except to the extent such liability coverage as is beyond the authority of the BOARD to provide under state law. In no case will individual Board members be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings.

**22. WAIVER OF TENURE**

By accepting the terms of this Agreement, the SUPERINTENDENT waives all rights of tenure granted under Section 24-11 through 24-16 of the *Illinois School Code* during the term of this Agreement.

**23. PREVAILING PARTIES**

In the event of a dispute pertaining to this Agreement which results in litigation, the losing party to that litigation shall pay the costs, expenses and reasonable attorneys' fees incurred by the prevailing party in said litigation.

**24. MISCELLANEOUS**

A. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect. Venue for any dispute pertaining to this Agreement shall be in Cook County, Illinois.

- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement shall be binding upon and inure to the benefit of the SUPERINTENDENT, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The BOARD and the SUPERINTENDENT have each relied upon the advice and representation of their respective counsel respecting the legal liabilities of the parties, if any.



IN WITNESS WHEREOF, the parties have executed this Agreement on the 11<sup>th</sup> day of February, 2019.

  
\_\_\_\_\_  
DR. CHARLES JOHNS

BOARD OF EDUCATION OF NORTHFIELD  
TOWNSHIP HIGH SCHOOL DISTRICT NO. 225,  
COOK COUNTY, ILLINOIS

By:   
\_\_\_\_\_  
President

ATTEST:

  
\_\_\_\_\_  
Secretary

## **EXHIBIT A**

### **SUPERINTENDENT GOALS AND INDICATORS**

**GOAL 1** – The Superintendent will promote academic improvement.

**INDICATOR** –

The Superintendent will work with the District administrators to review and modify, as needed, district and school improvement plans. These plans will reflect Board and school goals for each campus. The plans developed will be presented to the Board in the Spring of 2020.

**GOAL 2** – The Superintendent will promote enhanced student performance.

**INDICATOR** –

Using the district and school improvement plans, the Superintendent will assess and evaluate student performance, including an analysis of performance on standardized assessment. The Superintendent will make recommendations to the Board on methods to be used to improve such performance.



Elaine Geallis <egeallis@glenbrook225.org>

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## FOIA - 021219 Meadows - Audio Files - Invitation to view

1 message

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**Rosanne Marie Williamson (via Google Drive)** <drive-shares-noreply@google.com>

Tue, Feb 19, 2019 at 3:10 PM

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

To: egeallis@glenbrook225.org

Cc: jonah.meadows@patch.com

Rosanne Marie Williamson has invited you to **view** the following shared folder:

 [FOIA - 021219 Meadows - Audio Files](#)



Dear Mr. Meadows,

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 2/12/19 we received your request for the following information:

Any verbatim audio or video recordings of any proceedings of the District 225 board since Jan. 1, 2019

District Response: Please see shared folder.

Note: Closed session recordings are not public records.

Sincerely,

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

[Open](#)

Google Drive: Have all your files within reach from any device.

Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)





Elaine Geallis &lt;egeallis@glenbrook225.org&gt;

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**Re: Fw: District 2:25 Update: February 11, 2019**

1 message

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**Rosanne Marie Williamson** <rwilliamson@glenbrook225.org>

Tue, Feb 19, 2019 at 12:14 PM

To: smonastero@hotmail.com

Bcc: egeallis@glenbrook225.org

Dear Mr. Monastero,

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 2/14/19 we received your request for the following information:

- The total compensation package accepted by Dr. Johns

**District Response: Please see attached.**

Sincerely,

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

On Fri, Feb 15, 2019 at 10:59 AM Board Education <[boardofeducation@glenbrook225.org](mailto:boardofeducation@glenbrook225.org)> wrote:

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

From: **Sebastian Iano Monastero** <[smonastero@hotmail.com](mailto:smonastero@hotmail.com)>

Date: Wed, Feb 13, 2019 at 3:54 PM

Subject: Fw: District 2:25 Update: February 11, 2019

To: [boardofeducation@glenbrook225.org](mailto:boardofeducation@glenbrook225.org) <[boardofeducation@glenbrook225.org](mailto:boardofeducation@glenbrook225.org)>

Dear Mr. Shein and D225 Board of Education,

I'm pleased to learn of the selection of Dr. Charles Johns as successor superintendent. From the little background information shared, he appears to be a good choice.

I did not find any publication of the total compensation package accepted by Dr. Johns. Kindly reply with that information.

Respectfully,

Sebastian Monastero  
3628 Liberty Lane  
Glenview, IL 60025

Proud father of two GBS students

**From:** Glenbrook HS District 225 <[communications@glenbrook225.org](mailto:communications@glenbrook225.org)>

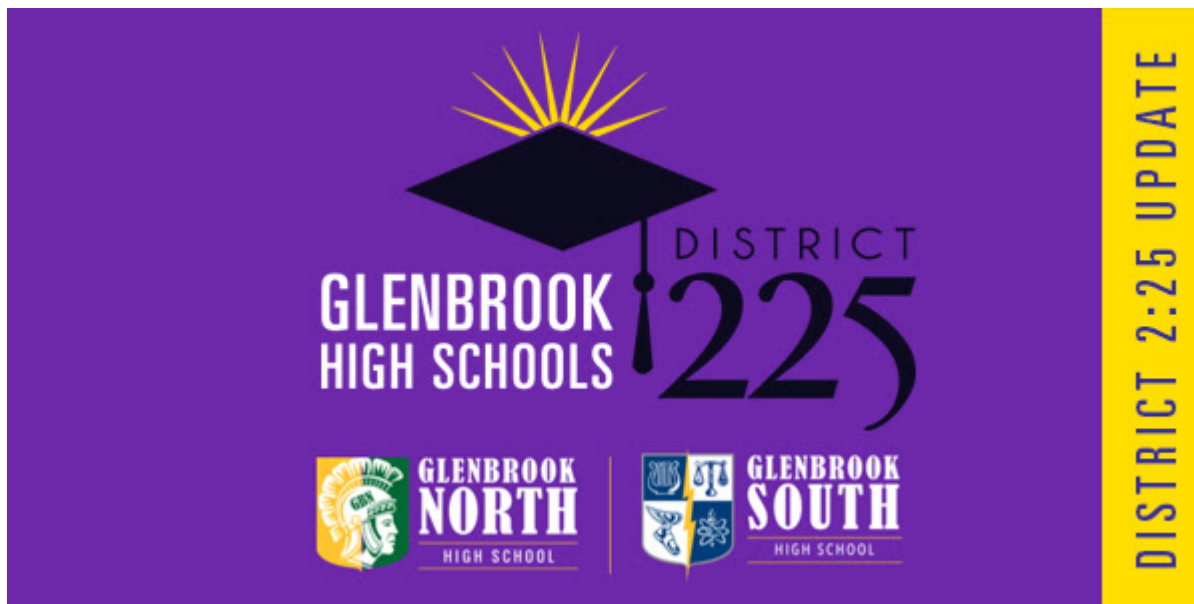
**Sent:** Wednesday, February 13, 2019 2:26:01 PM

**To:** [smonastero@hotmail.com](mailto:smonastero@hotmail.com)

**Subject:** District 2:25 Update: February 11, 2019

[View in browser](#)

[Link to Forward To A Friend](#)



## Board Meeting Highlights: February 11, 2019

### Glenbrooks announce the hiring of new superintendent Dr. Charles Johns

On Monday, February 11, the Glenbrook High School District 225 Board of Education approved the hiring of Dr. Charles Johns as the new superintendent, effective July 1, 2019.



The hiring of Dr. Johns is a result of a national search conducted with the assistance of an outside consulting firm during the late fall and early winter. A pre-screening process of several dozen qualified candidates, resulted in seven potential candidates who were interviewed by the Board of Education in

early December. Three finalists then participated in an interview with a representative Key Stakeholder group and underwent an extensive second interview with the Board of Education.

### Board of Education

Skip Shein, Pres.  
Bruce Doughty, V. Pres.  
Peter Glowacki  
Karen Stang Hanley  
Dr. Sonia Kim  
Dr. Marcelo Sztainberg  
Joel Taub

Dr. Mike Riggle  
*Superintendent*

### Calendar

Board Meeting  
February 25, @ 7 p.m.

Board Meeting  
March 18, @ 7 p.m.

*All meetings are held in the Public Meeting Room located at 3801 West Lake, in Glenview, IL, unless otherwise stated.*

"After meeting with many outstanding candidates, Dr. Johns emerged as our finalist because of his systematic approach to providing an equitable education to students," said Board President Skip Shein. "He has demonstrated throughout a lengthy and diverse career in education that he has the ability to lead the Glenbrooks on the strong path that has been established and to help us on our efforts for continuous improvement."

Dr. Johns currently serves as the superintendent of West Chicago Elementary District 33 and has previous experience as an assistant superintendent of curriculum and instruction for Elmhurst Community Unit School District 205. He began his career as an English teacher in Township High School District 214 where he went on to spend almost 20 years in administrative roles including assistant dean of students, dean of students, associate principal and principal.

Dr. Johns earned a Bachelor of Arts and a Master of Arts in Teaching from University of Iowa, and a Doctorate in Educational Leadership and Policy Studies from Loyola University.

"I really can't wait to start the process of getting to know the wonderful people in the Glenbrook school community," said Dr. Johns. "As a leader, I deeply treasure the value of relationships, appreciating excellence and collaborating together on innovations and opportunities. Knowing that these are found in abundance in the Glenbrooks has me tremendously eager to get started."

Dr. Johns fills a vacancy left by the retirement of Dr. Mike Riggie who will complete his 21-year Glenbrook career at the end of this school year.

### **Board discusses new school day start time for GBN**

The Board discussed a change in the GBN school day start time from its current 7:40 a.m. to 8 a.m. beginning with the 2019-20 school year. The school days at both GBN and GBS will align through a consistent school day of 8 a.m. to 3:15 p.m.

"With student wellness as the primary driver of this decision, aligning the schedules of the two schools is an important step toward exploring additional changes in the future to improve our ability to address the needs of students," said GBN Principal Dr. John Finan.

The Board is expected to vote on this topic at their next meeting.

MEMO: [GBN School Day Start Time](#)

### **Board discusses student fees for 2019-20**

The Glenbrook High School District 225 Board of Education discussed student fees, reviewing historical data and the rationale for student fees as part of their consideration for recommendations for the upcoming school year.

The proposal included maintaining the current student fee amounts for the following items for 2019-20:

- Chromebook: \$100
- Driver education: \$350
- Instrument rental: \$20/semester
- Student parking: \$300/full year
- Preschool tuition: \$160/day per semester
- Registration fee: \$25.50

An increase of \$75 in the proposed transportation fees for the for 2019-20 brings the cost to \$850 and corresponds to a 30-percent increase in service costs from the district provider. The district is also proposing the elimination of the late registration transportation fee.

The Board will vote on student fees at their next regularly scheduled meeting on February 25.

### **School year calendar altered due to snow days**

So far during the 2018-19 school year, the Glenbrooks have utilized four emergency "snow" days including: November 26, January 28, 30 and 31. Those dates will be made up on the following, which are now student attendance days:

- Monday, February 18, 2019
- Monday, March 4 2019\*
- Monday, April 1, 2019
- Friday, June 7, 2019

*\*Late Arrival Schedule*

### **Board discusses four priority safety and security enhancements**

Since February 2018, members of the school and district leadership teams have worked together to address topics, resulting in numerous improvements toward a safer and more secure campus environment. In a continuation of efforts, the Board reviewed four priority recommendations from the safety and security task force including:

1. Initiate a rekeying of all physical locks, while transitioning to electronic door access locks for all exterior doors and classroom doors;
2. Replace damaged and poorly functioning doors throughout the both school buildings. New doors will have bullet resistant glazing.
3. Install physical structures around the perimeter of the school building, specifically at main entrances, to provide an additional safety barrier;
4. Add building mounted lighting at main entrances and walkways where needed.

The Board is expected to vote on the development of bid specifications for these four proposed projects at the next meeting. The total cost is estimated at approximately \$1.74 million. If approved, these projects would be completed this summer.

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3801 West Lake Avenue, Glenview, IL 60026

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Elaine Geallis &lt;egeallis@glenbrook225.org&gt;

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**Re: Public Records Request**

1 message

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**Rosanne Marie Williamson** <rwilliamson@glenbrook225.org>

Tue, Feb 19, 2019 at 12:13 PM

To: Jonah Meadows &lt;jonah.meadows@patch.com&gt;

Bcc: egeallis@glenbrook225.org

Dear Mr. Meadows,

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 12/ 12/19 we received your request for the following information:

- Employment contract with Charles Johns approved Feb. 11

**District Response: Please see attached.**

Sincerely,

On Mon, Feb 11, 2019 at 9:46 PM Jonah Meadows <jonah.meadows@patch.com> wrote:

Dear D225 FOIA Officer(s)

Pursuant to the FOIA and as a member of the media I hereby request the following public records, in electronic formats to the extent feasible:

Employment contract with Charles Johns approved Feb. 11.

Thanks,

**Jonah Meadows**  
North Shore Editor, Patch  
(773) 217-9001

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

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