

COPY

*Rec'd 1-5-01
D.T.*

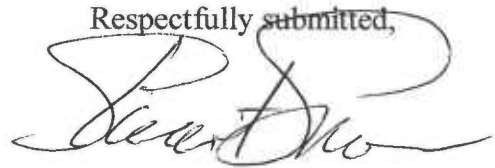
5 January, 2001

Dr. Hales,

Effective this date, I hereby resign my tenured position as a teacher at Glenbrook North High School.

It has been my distinct privilege to work at GBN for the past fifteen years.

Respectfully submitted,



Stuart Snow

3 January '01

RECEIVED

JAN 08 2001

HUMAN RESOURCES
GLENBROOK #225

FOIA 00001

UNITED STATES POSTAL SERVICE

Official Business



PENALTY FOR PRIVATE USE TO AVOID PAYMENT OF POSTAGE, \$300



Print your name, address and ZIP Code here

Mr. James Lacivita
The Glenbrook High Schools
1835 Landwehr Road
Glenview, IL 60025

Is your RETURN ADDRESS completed on the reverse side?

SENDER:

- Complete items 1 and/or 2 for additional services.
- Complete items 3, and 4a & b.
- Print your name and address on the reverse of this form so that we can return this card to you.
- Attach this form to the front of the mailpiece, or on the back if space does not permit.
- Write "Return Receipt Requested" on the mailpiece below the article number.
- The Return Receipt will show to whom the article was delivered and the date delivered.

I also wish to receive the following services (for an extra fee):

- 1. Addressee's Address
- 2. Restricted Delivery

Consult postmaster for fee.

3. Article Addressed to:

Mr. Stuart Snow



4a. Article Number

P 252 242 072

4b. Service Type

- Registered Insured
- Certified COD
- Express Mail Return Receipt for Merchandise

7. Date of Delivery

Thurs 4-2-98 - LP

5. Signature (Addressee)

STUART SNOW

6. Signature (Agent)

Stuart Snow

8. Addressee's Address (Only if requested and fee is paid)

PS Form 3811, December 1991

U.S. GPO: 1993-352-714

DOMESTIC RETURN RECEIPT

Thank you for using Return Receipt Service.

From: Michael Riggle
To: Dominic C DiSilvio
Date: Wed, Jan 10, 2001 7:57 AM
Subject: E-mail account for Stuart Snow

Dominic,

I would like to request that you take action to disengage the e-mail account for Stuart Snow. Mr. Snow's resignation from District 225 was accepted by the Board on Monday evening. Please make sure that the content of his account is kept for future reference. Thank you.

Mike Riggle

CC: Dominic C DiSilvio, Kathleen Canko, Victoria Helander-Heiser, Dave Hales, James Lacivita

From: Dominic C DiSilvio
To: Riggle, Michael
Date: Wed, Jan 10, 2001 9:14 AM
Subject: Re: "SSNOW" Network & Email Accounts

Mike,

Per your request Mr. Snow's accounts have been disabled! If there is anything else you need please let us know!

Thanks--Glenbrook Network Team
Dom

>>> Michael Riggle 2001/01/10 07:56:32 AM >>>
Dominic,

I would like to request that you take action to disengage the e-mail account for Stuart Snow. Mr. Snow's resignation from District 225 was accepted by the Board on Monday evening. Please make sure that the content of his account is kept for future reference. Thank you.

Mike Riggle

CC: Davey, James M; Drabant, Kathleen L; Hales, Dave; Helander-Heiser, Victoria; Lacivita, James; MIS/NW Support Team; Perisho, Deborah

EDUCATION

NAMES AND LOCATIONS OF SCHOOLS ATTENDED	DATES INCLUSIVE	TITLE OF DEGREE IF ANY	MAJOR	MINOR	LANGUAGE ARTS			FOREIGN LANGUAGE							
					ENGLISH	JOURNALISM	SPEECH	FRENCH	GERMAN	LATIN	SPANISH	HIST. AMER.	HIS.		
CANISTOTA S.D.															
High School: CANISTOTA PUBLIC	1958-62	XXX	XXX	XXX											
Colleges:															
UNIVERSITY OF NOTRE DAME	1963-68	B-A	ENGLISH		43										
NORTHWESTERN U.	Summer 69														
LOYOLA UNIVERSITY	Summer 70 + 78														
U OF I CHICAGO CIRCLE	Summer 82														

INSTRUCTIONS: In the appropriate column, list the total COLLEGE SEMESTER HOURS in your MAJOR AND MINOR academic areas only. (Multiply term hours or quarter hours by 2/3 to convert to semester hours.) For example, with an English major and a French minor, only the LANGUAGE ARTS and FOREIGN LANGUAGE columns need be completed. If your major

COURSES IN PROFESSIONAL EDUCATION. List title of courses with semester hours earned. Include general and educational psychology, philosophy and history of education, methods, tests and measurements, mental hygiene, etc. Include student or practice teaching hours as well as courses in which you are currently enrolled.

TITLE OF COURSE	SEMESTER HOURS CREDIT	DATE	NAME OF COLLEGE OR UNIVERSITY
TECH OF TCH IN SEC SCHOOLS	3	Sum-69	LOYOLA U.
STUDENT TECHNIQS / SUPERVISION	6	78-79	LOYOLA U
STUDY IN PRACTICE OF GROUP DYNAMICS	3	1969	NATIONAL COLLEGE EDUCATION
AM ED HIST	4	1982	U OF I CHICAGO CIRCLE
CHAR + ED OF EXP CH	4	1982	" " " " "
ED PSYCH	4	1969	NORTHWESTERN U.
PHIL. OF ED.	3	1969	" "
2 classes writing at Roosevelt - writing across the curriculum communications & theater	3		4.5.6
35h. NATIONAL college			
Drop dynamics			
		Bradley ??	

PERSONAL DATA

For consideration, all questions must be answered

1. Place of birth SIoux FALLS S.D. Social Security No. [REDACTED]

2. Condition of health during last two years EXCELLENT
In the last 12 months how many days have you lost from work or school because of illness? 2 DAYS

3. Any defects in sight or hearing? NONE
Any other physical defects? NONE

4. Organizations to which you belong (Professional and Social) _____

5. Do you have a teaching certificate? YES What state? IL.
Give exact title and grade of certificate(s) HIGH SCHOOL 6-12 TEACHING # 1183573
If just out of school have you made application for Illinois Certification? _____ Another State? _____

6. Check any of the following which you feel you can coach or direct successfully: Circle any to show college participation:
Football _____ Basketball Baseball Track _____ Cross Country Wrestling _____ Soccer _____
Gymnastics _____ Swimming _____ Tennis _____ Golf _____ Dance _____ Cheerleaders _____ Orchestra _____
Band _____ Vocal Music _____ Debate _____ Speech Activities _____ Dramatics _____ Student Council _____
School Newspaper _____ School Annual _____ Photography Club _____
Others not listed in the above _____

7. List college activities engaged in prior to graduation STUDENT GOVERNMENT (SEMIINARY)
VOLUNTEER - CHILDREN'S HOSPITAL - TEACHING PROGRAM FOR HEARING C
IMPAIRED - VOLUNTEER COACHING IN LOCAL HIGH SCHOOL.

8. Could you come for interview? YES When? WEEKDAY AFTER 2 P.M.

9. If elected and conditions prove satisfactory, have you any present plans which would prevent your teaching here at least two years? NONE

10. Have you ever failed of re-election in a position? TEACHING - NO COACHING - YES If so, where NOTRE DAME H.S.
If so, give reasons INABILITY ON MY PART TO ACCEPT PROBATIONARY AGREEMENT FOR APPOINTMENT

11. Are you a citizen of the United States? YES If not, do you have a working visa? Yes _____ No _____

12. Have you ever been convicted of a misdemeanor, a felony, or any offense involving moral turpitude? NO

13. Indicate how you heard about our high schools LIVING IN THE AREA / FRIENDS ON STAFF

14. Give the date of your availability for a teaching contract 7/83

15. In the event it is necessary to contact you while you are away from your home on trips, vacations, holidays, etc. please give the name and address and telephone number of parents, relative or person who would know how and where to reach you:

MR. + MRS. TERRY HOKAN
LOWG FELLOW

OFFICE OF THE SUPERINTENDENT
GLENBROOK HIGH SCHOOLS
Glenview - Northbrook, Illinois

TO: Members of the Board of Education
FROM: Jean B. McGrew
RE: Contract for Board of Education Approval

STUART SNOW

English - Glenbrook North High School
Replacement for Deborah Middleton, Cynthia Billington, and
Lisa Koc (all have received 2/5 Special Leaves of Absence)

Native of South Dakota, 42 years old, single

BA - University of Notre Dame (1963-68)
- Northwestern University
- Loyola University
- University of Illinois, Chicago

Experience: Sixteen (16) years
Notre Dame High School, Niles (1968 - 83)
Arlington Heights, District #214 (1985 - 86)

Dr. E. J. Duffy and Mr. Jim Bloch, write, "We are extremely pleased that you were able to add Mr. Snow to our teaching staff for the upcoming school year. As you know, Mr. Snow has coached at North for three years and has had a significant impact upon our student/athletes and program. He has earned a great deal of respect from kids, parents and staff through his sincere and honest approach. He has been a superb role model and an excellent contributor. Having him here on a "full-time" basis is a tremendous asset to our school and community. Thanks for going and getting him."

Mr. John Glavin, Instructional Supervisor, English, Glenbrook North High School, states, "This letter is an endorsement of Stu Snow who is recommended for the faculty of Glenbrook North in general, and the English department in particular. Stu Snow would be an excellent faculty member because he cares for people and dedicates his talents to the group. He would be a valuable teacher in the English department because he communicates his skills in the areas of writing and word processing to the individual student. I have known Stu Snow for several years; the words "calm integrity" and "teaching by example" would describe him as a person and as a teacher. Our school district would be strengthened and renewed by a person of the caliber of Stu Snow."

Salary: \$26,831.00
BA Level, Step 7

GLENBROOK HIGH SCHOOLS
Glenview, Illinois 60025

AUTOBIOGRAPHY FORM
(For Publicity Releases)

Date 6/22/86

Name STUART SNOW • Teaching Subject(s) at Glenbrook ENGLISH

College UNIVERSITY OF NOTRE DAME Minor(s) _____

Name and location of secondary school graduated from CANISTOTA HIGH SCHOOL

Name and location of college or university where you received your CANISTOTA, SOUTH DAKOTA

Bachelor's degree UNIVERSITY OF NOTRE DAME

Master's degree _____

Doctor's degree _____

If you have done graduate work but have not completed an advanced degree, give name(s) and location(s) of school where work was done _____

UNIVERSITY OF ILLINOIS - CHICAGO

Name and location of school where you did your student teaching _____

NOTRE DAME HIGH SCHOOL - NILES IL.

List all previous teaching experience (begin with your most recent experience)

<u>School</u>	<u>Location</u>	<u>Dates</u>	<u>Subject(s)</u>
1. <u>JOHN HERSEY HIGH SCHOOL</u>	<u>SPRING 1985-1986</u>	<u>ENGLISH</u>	
2. <u>NOTRE DAME HIGH SCHOOL</u>	<u>NILES - 1968-1984</u>	<u>ENGLISH</u>	
3. _____			
4. _____			

Military Record: Where - What Branch - When _____

Professional activities and societies: Please indicate if you have held office, participated in institutes, clinics, conferences, panels, etc. List articles published in professional journals and dates. NATIONAL COUNCIL TEACHERS OF ENGLISH, ILLINOIS

HIGH SCHOOL BASKETBALL COACHES ASSOC.

Marital status: SINGLE Name of spouse _____

Names and ages of children: _____

Have you secured housing: Yes No . If so, where (address) _____

Number of semester hours: Undergraduate 124 Graduate 28 FOIA 00012

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TENURED TEACHER CONTRACT INFORMATION
1997-98**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1997-98 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please sign one copy of the contract and return it to the Personnel Office no later than June 16, 1997.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.000 Academic Level/Step: BA + 15 Step 8	\$48,870.00
3 Glenbrook Days to be paid as a single, additional amount in the December 15, 1997 paycheck.	\$814.50
TOTAL CONTRACT AMOUNT	\$49,684.50
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1997.	\$4,072.50

Signature: 
Stuart Snow

Date: 4/16/97
FOIA 00013

SUBURBAN COOK COUNTY REGIONAL OFFICE OF EDUCATION



Joseph Kaczanowski, Interim Superintendent
10110 Gladstone, Westchester, Illinois 60154
Tel: (708) 865-9330 Fax: (708) 865-9338
Internet: <http://www.cook.k12.il.us>

April 12, 2001

BY FEDERAL EXPRESS #7915-2664-0887

RECEIVED

APR 17 2001

BY: D.H.

Mr. Stuart L. Snow
[REDACTED]

Sch Br
FYI

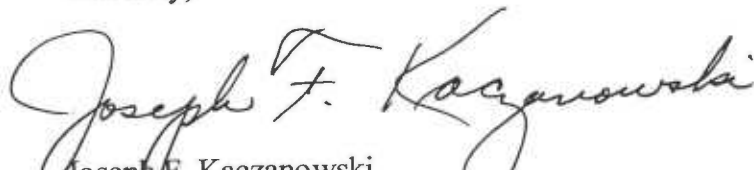
Re: Order of Suspension

Dear Mr. Snow:

By correspondence dated March 27, 2001, I informed you of a request of Northfield Township High School District 225 that this office commence proceedings to suspend your teaching certificate. By that correspondence you were informed of your right to a hearing. You were further informed that if you did not request a hearing by April 9, 2001, this office would suspend your teaching certificate for a period of one year. You have not requested a hearing.

Pursuant to the authority granted to this office pursuant to Section 21-23(a) of the Illinois School Code, your teaching certificate is hereby suspended for a period of one year effective immediately as indicated in the enclosed order.

Sincerely,


Joseph F. Kaczanowski
Interim Regional Superintendent

cc: Dr. Glen McGee, State Supt. of Education
Dr. David Hales, Supt. District 225
Mr. Robert Sampson, Secretary for the State Certification Board
Mr. Respicio Vazquez, Chief Legal Counsel, State Board of Education
Mr. Alan T. Srage, Esquire

Enclosure

IN RE: THE MATTER OF)
THE SUSPENSION OF)
THE TEACHING CERTIFICATE OF)
STUART L. SNOW)
STANDARD SECONDARY TEACHING NO. 1687842)

ORDER

THE REGIONAL SUPERINTENDENT OF SCHOOLS, being charged with the authority and responsibility for suspending certificates to teach in the State of Illinois, finds and orders as follows:

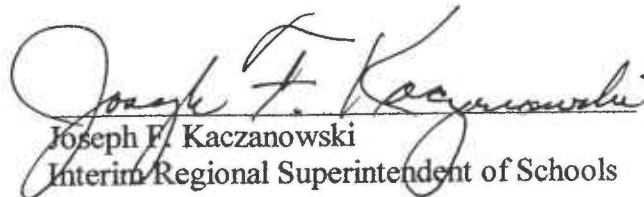
WHEREAS, pursuant to Section 21-23(a) of the School Code, 105 ILCS 5/21-23(a), the REGIONAL SUPERINTENDENT OF SCHOOLS has authority to suspend the teaching certificate of any individual for a period not to exceed one year based on certain offenses, including immorality, a condition of health detrimental to the welfare of pupils, ..., unprofessional conduct, ..., or other just cause:

WHEREAS THE REGIONAL SUPERINTENDENT OF SCHOOLS has received evidence of immorality, a condition of health detrimental to the welfare of pupils, ..., unprofessional conduct, ..., or other just cause, specifically that STUART L. SNOW had improper sexual contact with a student, which warrants the suspension of the teaching certificate of STUART L. SNOW for a period of one year:

WHEREAS, pursuant to Section 21-23(a) of the School Code, no certificate may be suspended until the certificate holder is notified of his opportunity to request a hearing in the educational service region.

WHEREAS, on March 27, 2001, STUART L. SNOW was notified of his opportunity for a hearing, attached as Exhibit 1, and did not request such hearing within ten days:

NOW THEREFORE, IT IS ORDERED THAT the above-named teaching certificate of STUART L. SNOW is hereby suspended for a period of one (1) year.


Joseph F. Kaczanowski
Interim Regional Superintendent of Schools

Dated at Westchester,
Illinois, this 12th
Day of April, 2001.

PROOF OF SERVICE

I certify that I served the foregoing by depositing a copy thereof with Federal Express, addressed to the following at the address shown:

Stuart L. Snow
[REDACTED]
[REDACTED]

Joseph F. Kaczanowski
Joseph F. Kaczanowski
Interim Regional Superintendent of Schools

Dated at Westchester,
Illinois, this 12th
Day of April, 2001.

4-12-01

Vickie Leisten
Notary



SUBURBAN COOK COUNTY REGIONAL OFFICE OF EDUCATION



Joseph F. Kaczanowski, Interim Superintendent
 10110 Gladstone, Westchester, Illinois 60154-2618
 Tel: (708) 865-9000
 Inter: (708) 865-9000

**U.S. Postal Service
 CERTIFIED MAIL RECEIPT
 (Domestic Mail Only; No Insurance Coverage Provided)**

CERTIFIED MAIL # 7000 0520 0017 7387 2366

February 27, 2001

Mr. Stuart L. Snow
 [Redacted Address]

7000 0520 0017 7387 2366

RE: Cert [Redacted]

Postage	\$.34	Postmark Here
Certified Fee	1.90	
Return Receipt Fee (Endorsement Required)	1.50	
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$ 3.74 (MS)	
Recipient's Name (Please Print Clearly) (To be completed by mailer)		
Si	Mr. Stuart L. Snow	
C	[Redacted]	

PS Form 3800, February 2000 See Reverse for Instructions

Dear Mr. Snow:

I am informing you that this office has been requested by Northfield Township High School District 225 to commence certificate suspension and revocation proceedings against you in accordance with Illinois School Code, 105 ILCS 5/21-23.

The district charges that you have engaged in unprofessional conduct and immorality detrimental to the welfare of students in violation of Illinois Statutes.

Please be advised that I have the responsibility and authority pursuant to Section 21-23 of the School Code, to suspend teaching certificates upon receiving evidence of immoral, unprofessional conduct and other just cases for a period not to exceed one calendar year. Prior to that action the certificate holder is entitled to a hearing at the Regional Office of Education.

I am hereby serving you notice that you may request a hearing prior to certificate suspension. If you request a hearing within 10 days of notice of opportunity for a hearing it shall act as a stay of proceedings not to exceed 30 days. If you are requesting a hearing please use 1, 2, 3 to indicate priority choices for the hearing from the following dates and times:

- _____ 10:00 A.M. March 19, 2001
- _____ 1:00 P.M. March 23, 2001
- _____ 1:00 P.M. March 30, 2001

Mr. Stuart L. Snow
February 27, 2001
Page 2

If I do not hear from you by written notice of your request for a hearing by Thursday, March 15, 2001, your certificate will be suspended for a period of one (1) calendar year. When a certificate is suspended the right of appeal shall lie to the State Teacher Certification Board. I am further recommending that the State Superintendent consider certificate revocation.

If you need further information please call me at (708) 865-1861.

Cordially,

A handwritten signature in cursive script that reads "Joseph F. Kaczanowski". The signature is written in black ink and is positioned above the typed name and title.

Joseph F. Kaczanowski
Interim Regional Superintendent

JFK:mmb

Cc: Dr. David Hales, Superintendent, Northfield Township H. S. District 225
Dr. Glen McGee, State Supt. Of Education
Respicio Vazquez, Esq. Chief Legal Counsel of State Board of Education
Robert Sampson, Secretary for the State Certification Board
Alan T. Sraga, Esq.

SEP 25 2001

Copies to: SL VHH

Sraga and Engler, L.L.C.

2803 Butterfield Road - Suite 380
Oak Brook, IL 60523-1152
630-928-1200
Facsimile: 630-928-1300

RECEIVED

SEP 21 2001

BY: D.H.

Make Sch B-7 FYI

Teri E. Engler
Sarah E. Joyce
Alan T. Sraga

September 20, 2001

**SENT BY CERTIFIED MAIL -
RETURN RECEIPT REQUESTED**

Ms. Lou Ann Reichle
Assistant Legal Advisor
Illinois State Board of Education
100 North First Street
4th Floor
Springfield, Illinois 62777

Re: Teaching Certificate of Stuart L. Snow

Dear Ms. Reichle:

I am writing to confirm our telephone conversation on September 20, 2001 regarding the status of the teaching certificate for Stuart L. Snow, a teacher formerly employed by the Board of Education of Northfield Township High School District 225, for which we serve as general legal counsel.

It is my understanding from our conversation that your office has not received information from the Office of Interim Regional Superintendent for Suburban Cook County Education Joseph F. Kaczanowski regarding the fact that Mr. Snow's certificate number 1687842 was in fact suspended. I also understand that you will be asking Mr. Kaczanowski for the necessary documents from his file for purposes of the possible pursuit by the State Superintendent of the revocation of Mr. Snow's certificate. To further your process until you receive the official file from Mr. Kaczanowski, I am enclosing the following:

1. A copy of a letter dated February 23, 2001 to Mr. Joseph F. Kaczanowski from Dr. Dave Hales, Superintendent of Northfield Township High School District 225, requesting the suspension and revocation of Mr. Snow's teaching certificate. This letter, and the enclosures which are also provided herewith, provided Mr. Kaczanowski with all of the background information regarding the allegations against Mr. Snow and the occurrences which led to Mr.

Ms. LouAnn Reichle

September 20, 2001

Page - 2 -

Snow's resignation from his employment with the Board of Education on January 5, 2001.

2. A copy of a letter dated February 27, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski providing him notice of the opportunity to request a hearing prior to the suspension of his certificate.
3. A copy of a letter dated March 27, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski in follow-up to the February 27, 2001 letter above.
4. A copy of a letter dated April 12, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski notifying Mr. Snow that his teaching certificate is suspended for a period of one year, effective immediately, based upon the enclosed Order of April 12, 2001. A copy of the Order is also enclosed.

As I indicated to you in our telephone conversation, the District is prepared to assist the Office of the State Superintendent with the presentation of any necessary evidence furthering the revocation of Mr. Snow's certificate. The Board of Education has directed Dr. Hales, its Superintendent of Schools, and its legal counsel to pursue the suspension and the revocation of Mr. Snow's certificate. Accordingly, please contact me for any assistance you might find appropriate for purposes of securing witnesses from the School District, or the Northbrook Police Department.

I look forward to working with you in connection with this matter.

Very truly yours,

SRAGA and ENGLER, L.L.C.


ALAN T. SRAGA

ATS:nm

Enclosures

cc: Dr. Dave Hales, Superintendent of Schools, School District 225

n\sd225c\ltr\reichle01.1

FOIA 00020

Sraga and Engler, L.L.C.

2803 Butterfield Road - Suite 380
Oak Brook, IL 60523-1152
630-928-1200
Facsimile: 630-928-1300

Teri E. Engler
Sarah E. Joyce
Alan T. Sraga

December 27, 2001

Ms. Lou Ann Reichle
Assistant Legal Advisor
Illinois State Board of Education
100 North First Street, 4th Floor
Springfield, Illinois 62777

**Re: Suspension of Teaching Certificate of Stuart L. Snow
Secondary Certificate No. 1687842**

Dear Ms. Reichle:

Thank you for your letter dated December 19, 2001 in response to my letters dated October 31 and December 11, and my followup telephone calls and messages left for you on December 18 and 19. The School District appreciates your confirmation of the entry of Ms. Snow's name on the "State Teacher Information System (TCIS)" and the "NASDTEC Clearinghouse via Internet" by your office. Also, thank you for the clarification in your recent letter as to the proper references to the State and National information systems. Apparently, during our telephone conference on October 19, I must have incorrectly wrote "Teacher Certification Information System" in my notes as referring to an interstate compact rather than to the "State Teacher Information System (TCIS)" now identified in your letter. Quite frankly, until receiving your letter of December 19, I was not aware that there were two systems, intrastate and interstate, to which information concerning Mr. Snow's certificate would be supplied. If I had been aware of the existence of two systems, I would have inquired about the status of input regarding Mr. Snow into both systems in my letters to you dated October 31 and December 11.

Your letter of December 19 mentions that the information regarding the suspension of Mr. Snow's certificate was entered on the "State Teacher Information System (TCIS)" on or about April 20, 2001. However, your letter does not mention when the information was entered on the NASDTEC Clearinghouse by your office. It would alleviate concern regarding Mr. Snow's ability to secure employment in Indiana (and other states) if you could advise as to when the information was provided by your office to the NASDTEC Clearinghouse.

Your letter of December 19 also advises that "[P]ossible action regarding revocation of Mr. Snow's certificate is under consideration by the State Superintendent of Education." Since the suspension of Mr. Snow's certificate by Interim Regional Superintendent Kaczanowski will expire in little more than three months time, on or about April 12, 2002, the consideration of further action appears imminent. When accepting Mr. Snow's resignation in January 2001, the Board of

RECEIVED
DEC 28 2001

BY: D.H.

Copies:
✓ Mike R
✓ Jim L
✓ Vicki
FYI

Ms. Lou Ann Reichle
December 27, 2001
Page - 2 -


Education of Northfield Township High School District 225 recognized that it had a significant continuing interest in Mr. Snow and the possibility that he might teach again, and in furtherance thereof, charged its Superintendent of Schools, Dr. Dave Hales, with the responsibility to pursue the suspension and revocation of Mr. Snow's certificate with the Regional Superintendent and at the State level. Thus, the Board of Education, and Dr. Hales, have significant interest in the continued attention of your office to this matter, and request the opportunity to participate, as may be appropriate, in any State-level proceedings regarding the further suspension or revocation of Mr. Snow's certificate.

In furtherance of the School District's continuing interest, I respectfully request that your office keep me advised as to the status of this matter. Further, to the extent that Mr. Snow will be afforded the opportunity for a hearing before consideration of additional suspension or revocation of his certificate, I would appreciate the opportunity to coordinate the date(s) thereof with witnesses employed by the School District as well as the local law enforcement officials, all of whom participated in the initial investigation and interrogation of Mr. Snow, as well with other individuals with information pertinent to the proceedings.

I look forward to continuing contacts with you and your office in furtherance of the common interests of the Board of Education of Northfield Township High School District 225, the State Superintendent, the State Teacher Certification Board, and the I.S.B.E. I will be contacting you following the New Year's Holiday to discuss this matter further. In the interim, of course, have a safe and Happy New Year's holiday!

Very truly yours,

SRAGA and ENGLER, L.L.C.


ALAN T. SRAGA

ATS:nm

cc: Mr. Joseph Kaczanowski, Interim Regional Superintendent of Schools,
Suburban Cook County
Dr. Dave Hales, Superintendent of Schools, School District 225
Respicio F. Vazquez, Esq., ISBE General Counsel
Mr. James Robert Sampson, Secretary, State Teacher Certification Board

n\sd225c\ltr\reichle04.1

FOIA 00022

Other Agenda Items

Public Hearing on 2001 Tax Levy
Consent Agenda Items
Board Policies (Seventh Set)
Presentation Regarding ACRUX Software
Administration of Prairie State Examination on 4/24 & 4/25
Master Board Calendar
Closed Session Items

Updates

GBN Mold

I attended a meeting this morning (Thursday) at GBN with all parties (Carnow, Conobear; United Analytic Services; ARCON; district and building administrators). Walk through on Monday went well; procedural issues have been worked out; United Analytic to do detailed walk through on Saturday and complete testing next week. Craig's briefing is attached.

Legal Issues

Machado - - Al Sraga, Vickey Helander-Heiser, and Dan Doak (foreign language instructional supervisor at GBS) attended a hearing at the Office of Human Rights in the State of Illinois building downtown on Thursday, December 6. To no one's surprise, Ms. Machado did not show up, informing the hearing officer of this only an hour before the hearing. Nevertheless, the hearing was conducted, and the district's position remains quite strong. Alan does not expect this matter to proceed any further.

██████ - - ████████ keeps calling, but we are still waiting for a response from our insurance carrier regarding this claim. We hope to receive this by Friday. Once received, Alan will respond to the ████████

Papagianas Residency Matter - - No further info.

Radio/Cell Phones

Building administrators are in the process of purchasing the additional radios and working with Gary Rainier to coordinate the purchase of cell phones and prepaid service.

ACRUX Status Report

A meeting has been scheduled for Monday, December 17 with ACRUX representatives, our staff, and districts #28 and #29 to review the goals of the partnership, provide a progress report, and discuss issues and concerns. Dennis Batchos and Carl Deal will be present at our board meeting to provide an update for the board.

THE
GLENBROOK
HIGH SCHOOLS

Northfield Township High School District 225
1835 Landwehr Road
Glenview, IL 60025-1289

TO: Alan Sraga, Esq.

FAX: (630) 928-1300

FROM: James Lacivita

DATE: January 16, 2001

No. of Pages: 4 Plus Cover Sheet

COMMENTS:

Alan:

For your review and file.

Jim Lacivita

If you experience any problems call:

Office Number: (847) 486-4701

FAX Number: (847) 486-4733

21 March 1998

To the members of the Board of Education of District 225:

I offer this letter as a formal apology to the members of the Board of Education and the Administration of District 225. I exercised a grievous error in judgement, and in doing so, I had a negative impact on a number of lives. In particular I am aware that my actions impacted on a student. For this I am particularly sorry.

The district office has informed me of the proposed actions to be taken. I agree fully with the actions and accept them as they have been presented.

In my twelve years of service to the district, I have developed a record of commitment to and concern for the students. I would like to stand by that record, but I am aware that through my actions a shadow has been cast that will not fade. For those moments, if and when I begin to think I am good at what I do, I will have the reminder of how frail I am.

I thank you for your time.

Respectfully,

A handwritten signature in black ink, appearing to read 'Stu Snow', written in a cursive style.

Stu Snow

21 March 1998

[REDACTED]

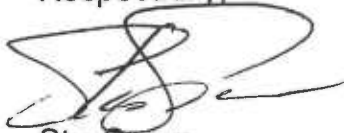
I am deeply sorry for any and all pain and difficulties I have caused you and your son [REDACTED]. I offer you my profound apologies.

I want that statement to carry much more weight than it possibly can. There are no words that I have that will mitigate the circumstances of what took place. The approach I took in talking with [REDACTED] is inexcusable, and as I mentioned in my note to [REDACTED] the impact is a factor I will not forget.

[REDACTED] placed his trust in me, and through my serious error, I abused that trust. This is my deeper regret. It was my wish to help [REDACTED], and I erred. I know my actions scream out, and these words are but whispers in comparison, but my primary concern was/is for [REDACTED] and his ability to see himself as an accomplished student.

In our semester and a half together [REDACTED] showed himself to be one of the most conscientious students I have, and have had for a few years. He is willing to address his difficulties, and it was within that setting that our conversation began. I regret more than words will allow the direction of the conversation, and I hope that at some point you will be able to forgive me.


Respectfully,



Stu Snow

cc: Mr. Court

30 March 1998


I believe in class I made the distinction between actions that were ignorant and those that were stupid. I tried to show ignorant as a position of not knowing - of not being informed - and there were few negatives to ignorant unless a person chose to stay that way.

Stupid on the other hand is a circumstance or situation without excuse.

I presented to you a classic case of stupid. The worst part of my actions was that I accepted a trust from you, and I did not live up to that trust. My failure is a weight I will bear for as long as I have memory.

I hope in time you will forgive but not excuse my actions. In the meantime, please accept my apology for all difficulties I may have caused for you.

Finally, as you so proudly pointed out, you are a champion. Don't let that feeling ever diminish in your sight, and may there be many more championships before you are through.

I am truly sorry.



Stu Snow

cc:


Mr. Court

FOIA 00027

3/31/98

Mr. Court,

The events and circumstances of the past couple weeks have been sobering and thought provoking to say the least. I have become aware of a number of things that I had not given careful thought to in the past, and I have come to two clear conclusions.

First, I owe you an apology. I have struggled with the wording every time I sat down to write this. The realization is setting in that words will not finally convey what I want. As a result I can only ask you to accept the fact that I am very sorry for the actions that put you in the position in which you found yourself.

It is that position that brings me to the second point. While I am sure what transpired caused you great concern, at no time did you show me anything other than concern for my feelings and welfare. I have had a great deal to think about during the last weeks, but nothing will surpass the realization of the friendship and caring you showed when your reactions could well have been exactly the opposite.

I don't know if it is correct to try to apologize and say thank you in the same note, but that is in fact what I choose to do. For having put a good man into a difficult situation I offer my apologies. For having been the recipient of your care, I say thanks.

A handwritten signature in black ink, appearing to read 'Stu Snow', with a stylized, cursive script.

Stu Snow

THE
GLENBROOK
HIGH SCHOOLS

Northfield Township High School District 225

1835 LANDWEHR ROAD
GLENVIEW, ILLINOIS 60025-1289
PHONE: (847) 486-4700
FAX: (847) 486-4733

Office of the Superintendent

January 11, 2001

To: All Glenbrook North Parents

At its January 8 meeting our Board of Education accepted the resignation of Mr. Stuart Snow, English teacher at Glenbrook North High School, without regret. Mr. Snow has been a member of the English faculty at GBN for 14 years.

In accepting Mr. Snow's resignation the school board also directed the administration to seek the suspension and revocation of his teaching license. While we are not at liberty to disclose specific information, this action resulted from a report of an inappropriate relationship with a former GBN student which took place 11-12 years ago.

Our number one concern is the welfare of our students. Situations such as this cut to the heart of our school district. We have an outstanding staff in the Glenbrooks, and when something like this occurs we are disheartened. In addressing this situation:

- Our administration and school board have taken firm and swift action regarding this matter.
- We have appreciated the cooperation and support of the Northbrook Police Department and will continue to work with them and the Illinois Department of Children and Family Services in any ongoing investigations.
- We have taken the following measures to provide academic assurances for our students and parents:
 1. A certified English teacher, who has also been a long term substitute for the GBN English department, has assumed the responsibility for Mr. Snow's classes and will continue through the end of the first semester (January 18).
 2. A full-time certified English teacher will be hired to take over Mr. Snow's classes beginning with the second semester.

3. Glenbrook North English instructional supervisor, Barbara Taylor, has visited each of Mr. Snow's classes to explain that he will not be returning. She has provided assurances to students that their academic status will not be compromised because of this situation.

To minimize academic disruption, we have requested that any investigation by the Illinois Department of Children and Family Services not begin until after the first semester exams are concluded. We do not yet know the nature or extent of this investigation, but we anticipate that DCFS will want to interview some GBN students. We have been advised at this time that participation in this process by students and parents will be optional; however, we encourage full cooperation. School officials will contact families as the need arises..

In the meantime, if you have any questions, please feel free to contact me at 486-4702 or Dr. Riggle at 509-2400.

Very truly yours,

Dave Hales
Superintendent

DH:dt

Memo

To: GBN Staff
 From: Mike Riggle *m. Riggle*
 Re: Faculty Member Resignation
 Date: January 10, 2001

On Monday, January 8, the District 225 School Board took action to accept the resignation of Stuart Snow as a teacher and coach at Glenbrook North High School. The following is the motion that was approved publicly by the Board in open session:

"I move that the Board of Education accept the resignation of tenured teacher Stuart Snow, without regret, and that the administration is hereby authorized to seek the suspension and revocation of Mr. Snow's teaching certificate through the Regional Superintendent, State Superintendent and the State Teacher Certification Board."

At this time, there is an ongoing investigation, and no further comment can be made. It is probable that staff members will be contacted by the media concerning the resignation. If you are contacted by the media, please refer them to me as the official spokesperson for the school without comment.

In a similar manner, you may be contacted by a parent or student with questions regarding Mr. Snow. If the questions are academic in nature, please direct them to Barbara Taylor, Instructional Supervisor of English. All other questions or concerns should be directed to me. Thank you for your understanding and cooperation concerning this matter.

FOIA 00031

THE
GLENBROOK
HIGH SCHOOLS

Northfield Township High School District 225

1835 LANDWEHR ROAD
GLENVIEW, ILLINOIS 60025-1289
PHONE: (847) 998-6100

January 10, 2001

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Stuart Snow
[REDACTED]
[REDACTED]

Dear Mr. Snow:

On Monday, January 8, 2001, the Northfield Township High School District #225 Board of Education voted to accept without regret your resignation effective January 5, 2001. The Board of Education also authorized the Glenbrook administration to seek the suspension and revocation of your teaching certificate through the Suburban Cook County Regional Superintendent, the Illinois State Superintendent of Schools, and the Illinois State Teacher Certification Board.

You are hereby directed to contact Dr. Michael Riggle, Glenbrook North principal, to arrange for the immediate return of all student papers, tests, your gradebook, district computer equipment, and all other district property you may have in your possession, in a manner directed by Dr. Riggle.

You will be provided with the opportunity to convert your current insurance plan(s) to COBRA coverage. COBRA coverage will allow you to remain with your current insurance elections for 18 months. You, however, will be responsible for the payment of premiums. The Teacher Retirement System will also be notified of your resignation date.

The dissolution of your salary (BA+15, step 8 - \$52,676 annually) will be as follows:

180-day salary

Days worked (8/28/00 to 12/22/00) 81 days x \$292.64=	\$23,703.84
Paid to date (Aug. through Dec. 2000)=	<u>\$17,558.68</u>
Amount due to Mr. Snow:	\$ 6,145.16

Glenbrook days

2 Glenbrook days worked (8/24 and 8/25/00) @ \$292.64 each=	\$585.28
3 Glenbrook days paid on 12/15/00	<u>\$877.93</u>
Amount due to district for Glenbrook Day 1/19/00 not worked=	(\$292.64)

Fringe benefit

Fringe benefit is \$3350 for 183-day contract, or \$18.30 per day	
83 days worked x \$18.30=	\$1,518.90
Less section 125 FSA contribution=	- <u>\$ 900.00</u>
Amount of cash fringe benefit due to Mr. Snow:	\$ 618.90
Amount of cash fringe benefit paid to Mr. Snow (Aug.-Dec. 00)	\$ 816.68
Amount due district for cash fringe benefit overpaid	(\$ 197.78)

Amount due to Mr. Snow in his final pay check on 1/12/01 \$5,654.74

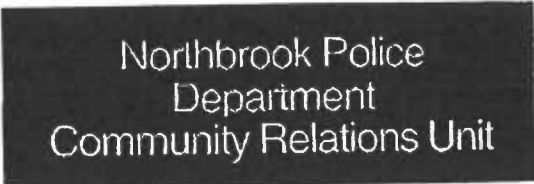
Please contact my office if you have further questions or if we may provide you with additional information.

Sincerely,

A handwritten signature in cursive script that reads "Victoria Helander-Heiser".

Victoria Helander-Heiser
Director of Human Resources

cc. Dr. Dave Hales
 ~~Mr. James Lacivita~~
 Dr. Michael Riggle



Press Release

Date: 01/09/01

FOR IMMEDIATE RELEASE:

On December 14, 2000, the Northbrook Police Department received a telephone call from a person identifying himself only as "David". David recounted a situation to police in which he detailed a relationship with a former teacher/coach at Glenbrook North High School. The report included that the incident had occurred in 1989 or 1990.

Investigators acting on this information contacted the teacher/coach who met with the investigators at the Northbrook Police Department. During the ensuing interview the teacher/coach made several comments regarding long past relationships with students which were termed by the teacher/coach as "inappropriate".

This information was immediately reported to the school district who took action in suspending the teacher. That teacher has since resigned, and the school board is seeking to have this teacher's teaching certificate revoked.

Due to reluctance on the part of the original complainant to come forward, no charges were filed as a result of the Northbrook Police investigation. However the case has been referred to the Illinois Department of Children and Family Services.

A/Sgt. Harry Bekiaris
 Community Relations Unit
 Northbrook Police Department
 (847)564-2060

Post-It® Fax Note	7671	Date	1/9/00	# of pages	1
To	DIANE FREEMAN	From	ASST Lt. BEKIARIS		
Co./Dept.		Co.			
Phone #		Phone #			
Fax #		Fax #			

BOARD OF EDUCATION MEETING OF JANUARY 8, 2001

MOTION TO ACCEPT THE RESIGNATION OF STUART SNOW

“I move that the Board of Education accept the resignation of tenured teacher Stuart Snow, without regret, and that the administration is hereby authorized to seek suspension and revocation of Mr. Snow’s teaching certificate through the Regional Superintendent, State Superintendent, and the State Teacher Certification Board.”

Motion made by James Seymour, seconded by Neal Shact

aye: Beyne, Lerner, Long, Olson, Rogal, Seymour, Shact

nay: none

There is an ongoing investigation, and the Board has no further comment at this time.

*Rec'd 1-5-01
D.T.*

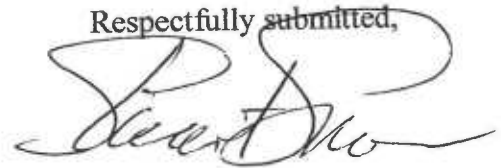
5 January, 2001

Dr. Hales,

Effective this date, I hereby resign my tenured position as a teacher at Glenbrook North High School.

It has been my distinct privilege to work at GBN for the past fifteen years.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Stuart Snow".

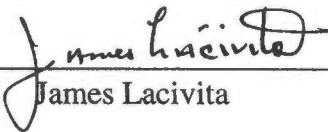
Stuart Snow

5 January '01

OFFICE OF THE ASSISTANT SUPERINTENDENT

TO: Stacey Mallek
FROM: James Lacivita
RE: PAYMENT OF INVOICE
DATE: January 28, 2000

Will you please pay Jeffrey Spector \$750.00 for professional services for his examination of Stuart Snow as authorized by the Board of Education on March 23, 1998.


James Lacivita

JL:mkw

JAN 26 2000

Jeffrey S. Spector, M.D., S.C.
111 North Wabash Ave Ste 1803
Chicago, IL 60602

312-782-1333

December 31, 1999

James Lacivita
High School District 225
1835 Landwehr Road
Glenview, IL 60025-1289

On behalf of Stuart L. Snow

For professional services:

<u>Date</u>	<u>Description</u>	<u>Location</u>	<u>Amount</u>
08/01/99	Opening balance		\$ 750.00
	Balance due		\$ 750.00

Practitioner EIN: 36-3009693

FOIA 00039

3/23/98

The Board returned to open session at approximately 10:00 p.m.

**MOTION TO APPROVE THE RESOLUTION TO DIRECT THE ISSUANCE OF
NOTICE TO REMEDY TO EMPLOYEE #98-5**

Motion by Mr. Shact, seconded by Mr. Seymour, to approve the resolution to direct the issuance of notice to remedy to employee #98-5.

Upon calling of the roll:

aye: Wulf, Isenberg, Lerner, Lyons, Rogal, Shact

nay: none

abstain: Seymour

Motion carried.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Shact, seconded by Mr. Wulf, to move into closed session at approximately 10:05 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and litigation which is probable or imminent (Section 2 (c) (1) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf

nay: none

Motion carried.

The Board returned to open session at approximately 11:15 p.m.

FOIA 00040

SCARIANO, KULA, ELLCH AND HIMES

ATTORNEYS AT LAW • CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3489
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

FACSIMILE TRANSMITTAL SHEET

DATE: April 1, 1998 TIME: 2:50 p.m.

PLEASE DELIVER THE FOLLOWING PAGE(S) TO:

TO: Mr. James Lacivita

COMPANY: School District 225

FAX NO.: (847) 486-4733

FROM: Alan T. Sraga

NUMBER OF PAGES INCLUDING THIS SHEET: 2

If you do not receive all pages or if they are not legible, please contact Nancy Martin immediately at (312) 565-3100.

MESSAGE:

Transmitted herewith is my letter dated April 1, 1998
concerning School District 225/Stuart Snow.

NOTE: THIS MESSAGE SENT BY ELECTRONIC FACSIMILE TRANSMISSION ("THE MESSAGE") IS INTENDED AND RESTRICTED FOR THE USE OF ADDRESSEE ONLY. THE MESSAGE MAY CONTAIN CONFIDENTIAL AND PRIVILEGED INFORMATION, EXEMPT FROM DISCLOSURE UNDER FEDERAL AND/OR STATE LAW. IN THE EVENT SOME OTHER PERSON OR ENTITY RECEIVES THE MESSAGE, SAID RECIPIENT IS HEREBY NOTIFIED THAT ANY DISSEMINATION, REGARDING TRANSMISSION, DISTRIBUTION OR DUPLICATION OF THE MESSAGE IS PROHIBITED. IN THE EVENT THE MESSAGE IS RECEIVED BY A PERSON OR ENTITY OTHER THAN THE SPECIFIED RECIPIENT OR THE RECIPIENT'S AGENT, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE, COLLECT, AND RETURN THE ENTIRETY OF THE MESSAGE BY U.S. MAIL.

WE USE CANON LASER CLASS FAX-L770 AND FAX-L775 FACSIMILE MACHINES.

Scariano, Kula, Elch and Himes

ATTORNEYS AT LAW - CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3489
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

Alan T. Sraga
Chicago Office

April 1, 1998

SENT BY FACSIMILE TRANSMISSION ONLY

Dr. Jeffrey Spector
450 Central Avenue
Suite 211
Highland Park, Illinois 60035

Re: Stuart Snow/Northfield Township High School District 225

Dear Dr. Spector:

I am writing to confirm my telephone conversation with you yesterday with respect to the conversation which you had with the mother of the student who was engaged in the discussion with Mr. Snow. On behalf of the School District, I am requesting that you do not engage in any further discussions with anyone other than authorized District personnel or myself with respect to this matter. If there is any question as to the scope of the District personnel with whom you may discuss this matter, may I suggest that you contact Mr. James Lacivita (847/486-4704) directly regarding the same. District personnel who are aware of the situation will be advised as to your limited accessibility in connection with this matter.

On another note, I know that Mr. Lacivita will also be contacting you to discuss whether you will at least be able to provide the District with a verbal report as to the status of your evaluation by April 13. I have related the other matters of our discussion of yesterday to Mr. Lacivita.

As always, I appreciate your communication with me as to pending District matters.

Very truly yours,

SCARIANO, KULA, ELLCH AND HIMES


ALAN T. SRAGA

ATS:nm

cc: Mr. James Lacivita, Assistant Superintendent for
Personnel, NORTHFIELD TOWNSHIP HIGH SCHOOL
DISTRICT 225 (by facsimile only)

n4c\wp51\sd225c\lbr\specto02.4

Scariano, Kula, Ellch and Himes

ATTORNEYS AT LAW • CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3489
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

Alan T. Sraga
Chicago Office

SENT BY FACSIMILE TRANSMISSION ONLY

March 27, 1998

Dr. Jeffrey Spector
450 Central Avenue
Suite 211
Highland Park, Illinois 60035

Re: Stuart Snow/Northfield Township
High School District 225

Dear Dr. Spector:

As you know, our firm serves as general legal counsel for the Board of Education of Northfield Township High School District 225 (the Glenbrook High Schools). In that capacity, I am writing you with regard to Mr. Stuart Snow, a tenured teacher employed by the Board of Education. As you may be aware, the School District is interested in your assessment of Mr. Snow and your advising the District as to the following:

1. Whether Mr. Snow presents with any pathology, including paraphilias, of such magnitude that he may be unable to perform his duties and responsibilities as a high school teacher in the future in an appropriate manner; and
2. Whether Mr. Snow appreciates the inappropriateness of his recent behavior leading to the referral; and
3. If Mr. Snow does appreciate the inappropriateness of his behavior, as best as you can ascertain, will he be able to avoid similar conduct and behavior in the future in connection with his job duties and responsibilities?

I know that the School District looks forward to receiving your response to the above questions at your earliest opportunity.

FOIA 00043

Dr. Jeffrey Spector
March 27, 1998
Page - 2 -

If you have any questions regarding these inquiries, please contact me at your convenience.

Very truly yours,

SCARIANO, KULA, ELLCH AND HIMES



ALAN T. SRAGA

ATS:nm

cc: Mr. James Lacivita, Assistant Superintendent for
Personnel, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225

n4C\wp51\sd225c\ltr\specto01.4

TO: James Lacivita
Director of Personnel
Glenbrook High Schools

FROM: Stuart Snow

RE: MEMORANDUM OF UNDERSTANDING REGARDING PSYCHIATRIC
ASSESSMENT

DATE: March 23, 1998

Based on an incident which occurred on March 16, 1998 involving me and one of my students, I voluntarily agree to undergo a psychiatric assessment by Dr. Jeffrey Spector and I authorize Dr. Spector to release the results of the assessment to you.



Stuart Snow

**RESOLUTION
DIRECTING THE ISSUANCE OF
A NOTICE TO REMEDY**

WHEREAS, the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, Cook County, Illinois, (hereinafter "the BOARD") has consulted with its Administration and has received reports and recommendations from members of its Administration regarding the conduct and performance of STUART SNOW (hereinafter "SNOW"), a teacher with contractual continued service employed by the BOARD; and

WHEREAS, such consultations, reports and recommendations state defects in the conduct and performance of SNOW which, if not removed, are causes, charges and reasons warranting discharge and dismissal of SNOW as a teacher employed by the BOARD; and

WHEREAS, the BOARD has provided SNOW with the opportunity to respond to these reports and recommendations at a BOARD meeting held on March 23, 1998.

NOW, THEREFORE, BE IT RESOLVED by the BOARD as follows:

1. That the President and Secretary of this BOARD of Education are hereby authorized and directed to sign and serve or cause to be served, on behalf of this BOARD, upon SNOW, a Notice to Remedy substantially in the form of the Notice to Remedy discussed in closed session at the BOARD meeting this date and to be appended

to the minutes of said closed session as Exhibit A when such minutes are approved by the BOARD. Said Notice to Remedy enumerates causes, charges, reasons and defects which this BOARD hereby determines, if not remedied, will result in the discharge and dismissal of SNOW as a teacher in this School District employed by the BOARD.

2. This Resolution shall be in full force and effect forthwith upon its adoption.

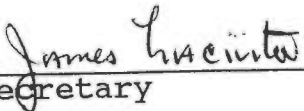
Adopted this 23 day of March, ¹⁹⁹⁸~~1996~~, by the following roll call vote:

AYES: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf
NAYS: NONE
ABSENT: NONE

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

BY: 
President

ATTEST:


Secretary

STATE OF ILLINOIS)
)
COUNTY OF COOK) SS

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Northfield Township High School District 225, Cook County, Illinois ("Board"), and as such official I am the keeper of the records and files of the Board.

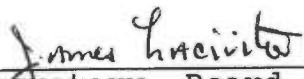
I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the 23 day of MARCH, 1998, said Resolution entitled:

RESOLUTION DIRECTING THE ISSUANCE OF A NOTICE TO REMEDY

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and that the Board of Education has complied with all of the provisions of said Act and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature this 23 day of MARCH, 1998.



Secretary, Board of Education
of Northfield Township High School
District No. 225, Cook County, Illinois

3/23/98

The Board returned to open session at approximately 10:00 p.m.

**MOTION TO APPROVE THE RESOLUTION TO DIRECT THE ISSUANCE OF
NOTICE TO REMEDY TO EMPLOYEE #98-5**

Motion by Mr. Shact, seconded by Mr. Seymour, to approve the resolution to direct the issuance of notice to remedy to employee #98-5.

Upon calling of the roll:

aye: Wulf, Isenberg, Lerner, Lyons, Rogal, Shact

nay: none

abstain: Seymour

Motion carried.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Shact, seconded by Mr. Wulf, to move into closed session at approximately 10:05 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and litigation which is probable or imminent (Section 2 (c) (1) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf

nay: none

Motion carried.

The Board returned to open session at approximately 11:15 p.m.

3/23/98

ADJOURNMENT

Motion by Mrs. Isenberg, seconded by Mr. Seymour, to adjourn the meeting at approximately 11:15 p.m.

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

Motion carried.

* Means Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, and Wulf all voted aye.

CERTIFIED TO BE CORRECT:


PRESIDENT - BOARD OF EDUCATION


SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: APRIL 13, 1998 Glenbrook Admin. Building
7:30 P.M. 1835 Landwehr Road
Glenview, Illinois

Salary status as of 2/20/01

Level & Step

BATLE step 8

Amount

\$52,476.08 + 877.93 = \$53,353.93

Revised January 5, 01 (increased)

Institution

Course

Credits
S.H.

Cumulative
Total

Approved
Total

Do Not
Debit for

Draw, Dennis

Solary status as of	Level & Step	Amount
1992-93	BA+15 Step 8	\$ 41,351 + 689 = 42,040
1993-94	BA+15 Step 8	\$ 42,798 + 475.53 = 43,273.53
1994-95	BA+15 Step 8	\$ 44,510 + 741.83 = 45,251.83
1995-96	BA+15 Step 8	\$ 46,290 + 771.80 = 47,061.80
1996-97	BA+15 Step 8	\$ 47,447 + 791 = 48,238
1997-98	BA+15, ODP 8	48,870 + 814 = 49,684
1998-99	BA+15, ODP 8	50,287 + 838 = 51,125.12
Institutional 999-00	BA+15, Step 8	51,149 + 852.37 = 52,001.37
Total		51,994.37

Approved
Total

Brought forward

Summer 1995 Nat'l Service 21
Deduction as
withheld 542

37 21
2.0

June 20 7/96

39 21

1996 for leave (leave)

Director's Credit
Leaving treatment
and

3 42 21

1997 for leave (leave)

Director's Credit
Leaving treatment
and

3 42 21

1998-99 Milwaukee

Director's Credit
Leaving treatment
and

3 44 8h

My status as of 1986-87

1987-88
1988-89
1989-90
1990-91
1991-92

Level & Step

BA Step 7
BA+15, Step 8
BA+15, Step 8
BA+15, Step 8
BA+15, Step 8

Amount

\$ 26,531.00 + 268 (GR Allow) = 27,099.00
\$ 30,816 + 462 (GR Allow) = 31,278.00
\$ 32,973 + 150 = 33,523
\$ 35,114 + 585 = 35,701
\$ 37,311 + 622 = 37,933
\$ 39,438 + 657 = 40,095.00

Cumulative Total

Approved Total

FOIA 00053

Institution

Course

Credits S.H.

U of Maine Brunswick

6/68

BA

of Dr. Fall 1985

Intro to Greek Studies

2.66 SR

Summer 1986

English, Composition & Liter

2.66 SR

Summer 1983

Microcomputer

4.00 SR

Summer 1986

Math & Discrete

3 SR

Winter

Form. Writing Studies

2 SR

College (Winter 1989)

Study in Practice of Writing

2 SR

on College (Summer)

IDS & 370 Numericals

2 SR

4m-hours

Context and the Evolution of Meaning

3.03

20.24

21 of Dr at Ugo

Mass Communication Theory

2.66 SR

21 of Dr at Ugo

Word Processing & Writing

2.01 SR

21 of Dr at Ugo

Writing & Rhetoric

2.01 SR

21 of Dr at Ugo

Writing & Rhetoric

2.01 SR

3.94 (Remission) (Medical Hours)



CARLETON COLLEGE

Northfield, Minnesota 55057

Snow, Stuart L.

High School:

Birthdate:
[REDACTED]
Soc. Sec. No:

Location:

Entered Carleton:

B.A. Degree Awarded:

Major Field:

Enrolled in summer school only. Not a degree candidate. Supplementary transcript information on reverse side does not apply to non-degree candidate.

GRADUATION REQUIREMENTS

COMPLETED

- Writing Requirement
- Foreign Language Requirement
- Physical Education
- Recognition & Affirmation of Difference
- Arts and Literature
- Humanities
- Social Sciences
- Natural Science and Mathematics
- Integrative Exercise

FOIA 00054

We have been approved by NCACSS to offer a limited number of courses for graduate credit. Graduate level courses carry a 200-series number and are recorded in quarter hours.

	GRADED CREDITS	GRADE	GRADED POINTS	UNGRADED CREDITS
1989 Summer				
IDSC 270 Humanities		S	3	
END OF RECORD				
		Grade	Quarter Hours	

41-5/91

CARLETON COLLEGE
Office of the Registrar
Official Transcript
5-Feb-91

Thomas A. Bergquist
REGISTRAR



Oakton Community College
 OFFICE OF REGISTRATION AND RECORDS
 1600 E. Golf Rd./Des Plaines, IL 60016

Tel. (312) 635-1700

Student I.D. _____
 Sex _____
 Date of Birth _____

OFFICIAL TRANSCRIPT
 MALE

OCC Curriculum
 High School
 Constitution Met

OCC STATE
 NO

FOIA 00055

Course Title	Course No.	Grade	Semester Hours	Honor Points	Course Title	Course No.	Grade	Semester Hours	Honor Points	Credit Hours Accepted
1983 SUMMER MICROCOMPUTER INTRO CUMULATIVE GPA 4.00	DPRI03A	SH 4.0	HP 4	16.0						

TO: STUART SNOW
 PICKUP DP
 IL 00000

JOHN D. GAGIN, REGISTRAR
 07/31/87

NAME	ID NUMBER	BIRTHDATE	DATE PRINTED	PAGE
SNOW, STUART L.	[REDACTED]	[REDACTED]	09/18/84	1

BASIS OF ADMISSION

DEGREES EARNED AT NORTHERN ILLINOIS UNIVERSITY

COURSE TITLE	DEPT.	COURSE	CREDIT	GRADE	COURSE TITLE	DEPT.	COURSE	CREDIT	GRADE
ADMITTED AS A STUDENT--AT-LARGE: JUNE 16, 1986 BASIS FOR ADMISSION: B.A. DEGREE JUNE 2, 1968 UNIVERSITY OF NOTRE DAME, NOTRE DAME, INDIANA SUMMER SESSION 1986 MEDIA AND SOCIETY GRD TERM HRS 3.0 GPA 4.000 CUM HRS 3.00 GPA 4.000 C.O.M.S. 452L 3.00 A ---END OF COURSE INFORMATION---									
ISSUED TO STUDENT									

NORTHERN ILLINOIS UNIVERSITY
DEKALB, ILLINOIS 60115

KEY TO TRANSCRIPT

THIS TRANSCRIPT OF RECORD IS FORWARDED ON THE CONDITION THAT IT CANNOT BE RELEASED IN WHOLE OR PART TO ANY OTHER PARTY WITHOUT THE WRITTEN CONSENT OF PERSON TO WHOM IT PERTAINS IN ACCORDANCE WITH THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974.

GRADING POLICY

Mark	Meaning	Honor Points Per Hour
A	Superior	4
B	Good	3
C	Average	2
D	Passing	1
F	Failing	0
I	Incomplete	—
W	Passing at time of withdrawal from a course or from the University	—
S	Satisfactory	—
U	Unsatisfactory	—
O	Auditor, no grade and no credit	—
OW	Audit requirements not completed.	—
P	Pass	—
NR	Grade not reported	—
IN	Permanent Incomplete (graduate students only)	—

Grade Point Average (GPA) is computed on a 4.0 scale. GPA hours attempted and corresponding honor points earned include NIU courses for which an A, B, C, D or F are given.

In this example,

$$\text{GPA} = \frac{27.0 \text{ (honor points for GPA hours)}}{12.0 \text{ (GPA hours attempted)}} = 2.25$$

Beginning Fall 1974 the semester and cumulative NIU grade point average will be listed following each semester's coursework.

R = This course is repeated later. Credit has been removed from academic totals.

* = This course is a repeat of one taken earlier. Credit is given with most recent repeat.

INTRODUCTION TO PSYC	PSYC	102	3	B
COMPOSITION & LITERA	ENGL	104	3	B
ENVIRONMENTAL GEOLOG	GEOG	105	3	C
BASIC MATHEMATICAL A	MATH	210	3	P
INTRO TO AMER GOV PO	POLS	140	3	D
12.0	15.0	27.0	20.0	

GPA Hours Attempted At NIU
 Hours Earned At NIU Includes P and S Marks
 Honor Points for GPA Hours Earned at NIU
 Total Hours Includes Transfer, Proficiency, Etc.

Student is in good academic standing unless otherwise indicated.

CREDIT

Credit is recorded in semester hours. Each semester hour represents one fifty-minute period per week for a fifteen week semester. The normal class load is 14-18 hours per semester. A minimum of 124 semester hours is one of the requirements for graduation with a Bachelor's degree.

COURSE NUMBERING SYSTEM

1-099 noncredit courses *Certain 400 level courses may be taken for either undergraduate or graduate credit. Credit type will correspond with the student's classification unless noted following semester hours as shown below:*
 100-299 lower division
 300-499 upper division + indicates graduate credit for a course completed by an undergraduate student
 500-699 graduate courses - indicates undergraduate credit for a course completed by a graduate student

COURSE NUMBER SUFFIXES

E Experimental	H Honors	T Temporary number
F First half of session	L Last half of session	Z International Studies Program
G General education elective	S Lab	X Cross listed with another department

All other course number suffixes indicate specific sections of that course.

STUDENT CLASSIFICATIONS

Nondegree student A student who does not hold a degree and is not currently seeking one.
 Visiting student* A student regularly enrolled at another institution who is taking courses at NIU.
 Post-graduate student A student with a bachelor's degree and working toward a second degree or for teacher certification.
 Student-at-Large A student who holds a bachelor's degree and enrolls for graduate or undergraduate courses without seeking a degree. If enrolled for U/G credit, credit will be shown with (-) as indicated above.
 Graduate student A student in a graduate degree program.
 *Extramural Student prior to Fall 1975

SENATE BILL 195 (1953) — ILLINOIS SCHOOL CODE

Students who pass Political Science 100 prior to Fall 1977, Political Science 140 prior to Fall 1974, or Political Science 200 prior to Spring 1975 are automatically certified as having satisfied the requirements of Senate Bill 195. Students who pass the Constitution Test or who meet the requirement through transfer work will have an appropriate statement stamped on their records.

GRADING FOR COLLEGE OF LAW

Students admitted to the College of Law will have such admission basis as first entry to the record and before law credits begin. A student's performance is expressed on a four point scale in terms of the following letter grades: A (4.00), A- (3.67), B+ (3.33), B (3.00), B- (2.67), C+ (2.33), C (2.00), C- (1.67), D+ (1.33), D (1.00), F (0.00).
 The following marking symbols may also be used: O—audit, no grade or credit; I—incomplete; w—withdrawal.
 A pass/high (HP)—pass (P)/fail (F) grading system can be elected by some students. A grade of "pass" or pass/high is not included in a student's grade point average. An F is a failure and is included in a student's grade point average.
 Student is in good academic standing unless otherwise indicated.
 Repeated Courses: Law students repeating courses within the College of Law have all attempts at the course included in their grade point average. Designation on the academic record is as follows: R = course repeated later; * this course is a repeat of one taken earlier.

SOCIAL SECURITY NUMBER [REDACTED] ENTERED **JUNE 21, 1982** UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE
Office of Admissions & Records

Address at Time of Admission NAME **SNOW, STUART** [REDACTED]
DEGREE AND DATE

PARENT, GUARDIAN OR SPOUSE DATE OF BIRTH [REDACTED] RESIDENCE CLASSIFICATION

ADDRESS OF PARENT, GUARDIAN OR SPOUSE AT TIME OF STUDENT'S ADMISSION EDMUND J. JAMES SCHOLAR

COLLEGE AND CURRICULUM AT TIME OF ADMISSION HONORS DAY RECOGNITION
GRADUATE COLLEGE EDUCATION SPECIAL EDUCATION (NON-DEGREE)

HIGH SCHOOL UNITS

English		Latin		U.S. His.		Physics		Home Economics		ACCEPTED FROM UNIVERSITY OF NOTRE DAME B.A., 6/68. Rank: % Act Comp
Algebra		German		Other History		Chemistry		Misc. Subjects		
Geometry		French		Other Social Studies		Biology				
Trigonometry		Spanish				General Science				
C.P. Math.		Russian				Other Sciences				
		Other Languages								

DESCRIPTIVE TITLE OF COURSE	COURSE NUMBER	CREDIT	GRADE	DESCRIPTIVE TITLE OF COURSE	COURSE NUMBER	CREDIT	GRA
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SNOW STUART

503-50-2305 SUMMER QUARTER 1982
POL ISS - AM ED HIST ED 303 4.00 A
CHAR & ED OF EXCP CH ED 310 4.00 B
AVG: QH
GRAD EDUC SPEC ED

SEP 29 1982

I CERTIFY THAT THE STUDENT IS IN GOOD STANDING UNLESS OTHERWISE NOTED
Robert A. Down
ASSOCIATE DIRECTOR

FORM 80-30 (REV. 11-60)

NORTHWESTERN UNIVERSITY, EVANSTON, ILLINOIS

DEPT.	COURSE NO.	TITLE	CR	G	DEPT.	COURSE NO.	TITLE	CR	G
EDUC	802	SUMMER SESSION 1969	04	C					
EDUC	801	EDUC PSYCH	03	B					
		PHIL OF EDUC							

NAME SNOW, STUART, LEO
 HOME ADDRESS [REDACTED]

BIRTH DATE, PLACE [REDACTED]
 PARENT OR GUARDIAN [REDACTED]

ID NUMBER [REDACTED]
 GRADE [REDACTED]

CUM. CR. HRS. COMPL. AT NU	CUM. CR. Pts.	CUM. AVE.	STR. AVE.	STR. CR. HRS. OR Pts.	STR. AVE.
----------------------------	---------------	-----------	-----------	-----------------------	-----------

TOTAL CR. HRS.:

FIELD OR MAJOR Summer Special
 HONORS
 INSTITUTION LAST ATTENDED
 HIGH SCHOOL AND LOCATION
 YEARS H.S. GRAD. OR BARR. U.S. GR. OR BARR.
 MEMORANDA



CUM. CR. HRS. COMPL. AT NU	CUM. CR. Pts.	CUM. AVE.	STR. AVE.	STR. CR. HRS. OR Pts.	STR. AVE.
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© GRADES REC'D BY SPEC. REPORT

TOTAL CR. HRS.:

FOIA 00000

NAME: Snow, Stuart Leo I.D. Number: 631-866550

HOME ADDRESS: [REDACTED] BIRTH DATE: [REDACTED]
 PARENT: Rev. Raymond F. Cour, C.S.C. BIRTH PLACE: [REDACTED]
 SURNAME: [REDACTED] SETONVILLE, A. SNOW
 HIGH SCHOOL: Canistota H. S. Place Sioux Falls, S. Dak. DATE GRADUATED: 6/62

Entered Sept. 16, 1963 Freshman year of Study with 15 Units.
 Entered as transfer student on ... Accepted into
 College of ... with ... credit hours transferred
 from ... (SEE REMARKS POSTED AT END OF EACH SEMESTER FOR ANY ADDITIONAL MEMORANDA)

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
THEO	012	03	B	09
PE	011	00	S	06
ENGL	011	03	C	06
SOC	011	03	F	0
MATH	011	03	D	03
BIOL	011	03	D	03

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
BIOL	012	03	D	03
CLLA	013	05	F	0
ENGL	012	03	A	12
MATH	012	03	F	0

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
CLLA	023	03	C	06
CLLA	025	03	C	03
ENGL	021M	03	B	09
HIST	011M	03	C	06
PHIL	011AM	03	A	12
PHIL	065M	03	C	06

UNIV 1.659/CULG 2.333/SEM 2.333/05 PCTLEICLASS-COL
 P036/CO18 P018/CO18 P018/

UNIVERSITY OF NOTRE DAME, NOTRE DAME, INDIANA
 NOT OFFICIAL UNLESS SIGNED AND IMPRINTED WITH THE UNIVERSITY SEAL.

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
HEAD	011L	00	S	00
CLLA	024	03	C	06
CLLA	026	03	C	06
ECON	021	03	C	06
ENGL	022M	03	A	12
HIST	012M	03	C	06
SOC	027	03	B	09

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
ECON	022	03	C	06
ENGL	206	03	B	09

DEPT.	COURSE NUMBER	CR. HRS.	GRADE	QUAL. PTS.
ENGL	195	03	B	09
HIST	027	03	C	06
MLFR	011	05	C	10
PHIL	161M	06	C	12

UNIV 1.988/COLG 2.355/SEM 2.176/10 PCTLEICLASS-COL
 C088 P077/CO59 P059/CO17 P017/

VICTORIAN POETRY
 MODERN FICTION II
 AMERICAN AFFAIRS II
 ELEM. EFFICIENCY II
 METAPHYSICS AND GOD

UNIV 2.000/CCLG 2.289/SEM 2.058/NOV FCTLEI/CLASS-COL
 C105 PC94/C076 F076/C017 PU17/ GOOD STANDING

SHAKESPEARE
 MAJOR AM WRITERS I
 MODERN AMERICAN DRAMA
 EXISTENTIALISM
 PHIL OF RELIGION

UNIV 2.100/CCLG 2.373/SEM 2.800/NOV PCTLEI/CLASS-COL
 C120 P109/C091 P091/C015 P015/ GOOD STANDING

MYTHOLOGY
 LATE 19th CENT LIT
 MAJOR AMERICAN WRITERS I
 PSYCH OF FREUD

UNIV 2.013/CCLG 2.359/SEM 2.250/NOV FCTLEI/CLASS-COL
 C192 P121/C017 P103/C012 P012/ GOOD STANDING
 JUNE 21 1948 NEGREF-BACHFICR OF ARTS-MAJOR-ENG-ISH

UNIVERSITY OF NOTRE DAME, NOTRE DAME, INDIANA

NOV 1972
 11/19 # 157

FOIA 00062

273033


268069

235119

MICROFILMED
 NOV 25 1968
 ROLL NO. 677

8108 RAFTING
 114015
 222068
 113054

**OFFICE OF HUMAN RESOURCES
GLENBROOK HIGH SCHOOLS
1835 Landwehr Road
Glenview IL 60025**

TO: Kay Edler
FROM: Vickey Helander-Heiser 
RE: Close Account for Mr. Stuart Snow (#756)
DATE: January 8, 2001

Mr. Stuart Snow, an English teacher at Glenbrook North High School, has resigned as of January 5, 2001. Thus, it is necessary to adjust his salary payment and close his account.

Mr. Snow is paid at BA+15 step 8, \$52,676.00 annually, or \$292.64 per diem.

180 Day Salary

Days worked (8/28/00 to 12/22/00) 81 days x \$292.64=	\$23,703.84	
Paid to Date (Aug through Dec 2000)	\$17,558.68	
Amount due to Mr. Snow		\$6,145.16

Glenbrook Days

2 Glenbrook Days Worked (8/24 and 8/25/00) @ \$292.64 ea=	\$585.28	
3 Glenbrook Days Paid on 12/15/00	\$877.93	
Amount due District for Glenbrook Day 1/19/01 not worked		(\$292.64)

Fringe Benefit

Fringe Benefit is \$3350 for 183 day contract, or \$18.30 per day.

83 days worked x \$18.30	\$1,518.90	
Less Section 125 FSA Contribution	<u>900.00</u>	
Amount of Cash Fringe Benefit due to Mr. Snow	\$618.90	
Amount of cash fringe benefit paid to Mr. Snow (Aug-Dec00)	\$816.68	
Amount due District for cash fringe benefit overpaid		(\$197.78)

Amount due to Mr. Snow in his final pay check on 1/12/01 **\$5,654.74**

VHH/pm

3B ID: [redacted] Name: Snow, Stuart SSN: [redacted] Short: SNOW S

Job Code	Pen	T	Salary/Rate	Paid/Hours	#-Pay/Factr	Paymnt Amount	Amount Paid	Acct Number	Beg Date	End Date	B
FC	TRS	C	52676.00	4.00	4.00	0.00	17558.68	NENG	09-15-20	06-07-20	B
3B	TRS	C	877.93	1.00	1.00	0.00	877.93	NGBDAY	12-15-20	06-07-20	G
FB	TRS	C	2450.00	4.00	4.00	0.00	816.68	118247	09-01-20	06-07-20	K
01	FICA	C	57.00	1.00	1.00	0.00	57.00	NDATH	07-14-20	06-30-20	N
SA	TRS	C	-292.64	0.00	1.00	-292.64	0.00	NGBDAY	07-14-20	06-30-20	N
SA	TRS	C	-197.78	0.00	1.00	-197.78	0.00	118247	07-14-20	06-30-20	N
SA	TRS	C	6145.16	0.00	1.00	6145.16	0.00	NENG	07-14-20	06-30-20	N

Total.: 5654.74

Count: *0

RECEIVED

<Replace>

JAN 08 2001

HUMAN RESOURCES

**GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT**

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 2000-2001 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 2000 through June 30, 2001.

In accordance with the above policy, **Snow, Stu**, will be paid the following additional compensation for the assignment named herein:

School	Activity	Position	Stipend
GBN	Baseball	Assistant Coach	\$6,510

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Human Resources and the Teacher has executed this contract this 31st day of July, 2000.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois


Teacher

By 
Director of Human Resources

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TENURED TEACHER CONTRACT INFORMATION
2000-2001**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 2000-2001 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please sign one copy of the contract and return it to the Personnel Office no later than Monday, August 14, 2000.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1 Academic Level/Step: BA + 15 Step 8	\$52,676.00
3 Glenbrook Days to be paid as a single, additional amount in the December 15, 2000 paycheck.	\$877.93
TOTAL CONTRACT AMOUNT	\$53,553.93
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 2000.	\$4,389.67

Signature: 
Stuart Snow

Date: 8/14/00

**GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT**

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1999-2000 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or assistant principal for student activities and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1998 through June 30, 1999.

In accordance with the above policy, **Stuart Snow**, will be paid the following additional compensation for the assignment(s) named herein.

Assignment(s) 1999-2000	Amount
<u>Baseball: Assistant Coach</u>	<u>\$6,320</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 26th day of October, 1999.


Teacher

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By 
Director of Personnel

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TENURED TEACHER CONTRACT INFORMATION
1999-2000**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1999-2000 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please sign one copy of the contract and return it to the Personnel Office no later than June 4, 1999.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.00 Academic Level/Step: BA + 15 Step 8	\$51,142.00
3 Glenbrook Days to be paid as a single, additional amount in the December 15, 1999 paycheck.	\$852.37
TOTAL CONTRACT AMOUNT	\$51,994.37
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1999.	\$4,261.83

Signature: _____

Stuart Snow

Date: _____

5/30/99

FOIA 00067

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TENURED TEACHER CONTRACT INFORMATION
1998-99**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1998-99 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please sign one copy of the contract and return it to the Personnel Office no later than May 15, 1998.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.00 Academic Level/Step: BA + 15 Step 8	\$50,287.00
3 Glenbrook Days to be paid as a single, additional amount in the December 15, 1998 paycheck.	\$838.12
TOTAL CONTRACT AMOUNT	\$51,125.12
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1998.	\$4,190.58

Signature: _____


Stuart Snow

Date: _____

5/1/98

FOIA 00068

**GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT**

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1998-99 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or assistant principal for student activities and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1998 through June 30, 1999.

In accordance with the above policy, **Stuart Snow**, will be paid the following additional compensation for the assignment(s) named herein.

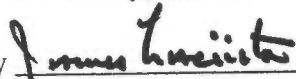
Assignment(s) 1998-99	Amount
Baseball: Assistant Coach	\$6,214

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 3rd day of August, 1998.



 Teacher

BOARD OF EDUCATION
 TOWNSHIP HIGH SCHOOL
 DISTRICT NO. 225
 Cook County, Illinois

By 

 Director of Personnel

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TENURED TEACHER CONTRACT INFORMATION
1997-98**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1997-98 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please sign one copy of the contract and return it to the Personnel Office no later than June 16, 1997.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.000 Academic Level/Step: BA + 15 Step 8	\$48,870.00
3 Glenbrook Days to be paid as a single, additional amount in the December 15, 1997 paycheck.	\$814.50
TOTAL CONTRACT AMOUNT	\$49,684.50
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1997.	\$4,072.50

Signature: 
Stuart Snow

Date: 4/14/97
FOIA 00070

**GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT**

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1997-98 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or assistant principal for student activities and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1997 through June 30, 1998.

In accordance with the above policy, **STUART SNOW**, will be paid the following additional compensation for the assignment(s) named herein.

Assignment(s) 1997-98	Amount
<u>BASEBALL ASSISTANT COACH</u>	<u>\$6,039</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
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IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 28th day of July, 1997.


Teacher

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By 
Director of Personnel

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TEACHER (TENURED) CONTRACT INFORMATION
1996-97**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1996-97 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by May 3, 1996.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.00 Academic Level/Step: BA + 15 Step 8	\$47,447.00
3 Glenbrook Day(s) (to be paid as a single, additional amount in the December 13, 1996 paycheck)	790.78
TOTAL CONTRACT AMOUNT	\$48,237.78
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 13, 1996	\$3,953.92

Signature: 
Stuart Snow

Date: 4/21/96

**GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT**

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1996-97 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or assistant principal for student activities and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1996 through June 30, 1997.

In accordance with the above policy, **STU SNOW**, will be paid the following additional compensation for the assignment(s) named herein.


Assignment(s) 1996-97	Amount
<u>ASSISTANT BASEBALL COACH</u>	<u>\$5,863</u>
<u> </u>	<u> </u>
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<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 14th day of October, 1996.



Teacher

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By 

Director of Personnel

GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE

TEACHER (TENURED) CONTRACT INFORMATION
1995-96

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1995-96 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by May 5, 1995. If we do not receive the copy, we will assume that you have refused the new contract as indicated, and the conditions of your contract for the 1994-95 school year will remain in force.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1 Academic Level/Step: BA + 15 Step 8	\$46,290
3 Glenbrook Day(s) (to be paid as a single, additional amount in the December 15, 1995 paycheck)	772
TOTAL CONTRACT AMOUNT	\$47,062
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1995	\$3,858

Signature: _____

Stuart Snow

Date: _____

4/25/95

FOIA 00074

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1995-96 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1996.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1995-96</u>	<u>Amount</u>
<u>ASST BASEBALL COACH</u>	<u>\$5,720.00</u>
_____	_____
_____	_____
_____	_____

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 14th day of August, 1995.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By James Maciulis
Director of Personnel
[Signature]
Teacher

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TEACHER (TENURED) CONTRACT INFORMATION
1994-95**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1994-95 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by June 3, 1994. If we do not receive the copy, we will assume that you have refused the new contract as indicated, and the conditions of your contract for the 1993-94 school year will remain in force.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.00 Academic Level/Step: BA + 15 Step 8	\$44,510.00
3 Glenbrook Days (to be paid as a single, additional amount in the December 15, 1994 paycheck)	741.83
TOTAL CONTRACT AMOUNT	\$45,251.83
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1994	\$3,709.17

Signature: _____

Stuart Snow

Date: _____

25 May 94

FOIA 00076

**GLENBROOK HIGH SCHOOLS
PERSONNEL OFFICE**

**TEACHER (TENURED) CONTRACT INFORMATION
1993-94**

for

Stuart Snow
English, GBN

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1993-94 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by June 10, 1993. If we do not receive the copy, we will assume that you have refused the new contract as indicated, and the conditions of your contract for the 1992-93 school year will remain in force.

Assignment	Amount
Base Contract (Teacher's Salary Schedule): Job Description: Teacher Department: English Full-Time-Equivalency: 1.000 Academic Level/Step: BA + 15 Step 8	\$42,798.00
2 Glenbrook Day(s) (to be paid as a single, additional amount in the December 15, 1993 paycheck)	475.53
TOTAL CONTRACT AMOUNT	\$43,273.53
Monthly salary payments (excluding Glenbrook Days) for 12 months commencing September 15, 1993	\$3,566.50

Signature:  _____
Stuart Snow

Date: 6/2/93

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1993-94 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1994.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1993-94</u>	<u>Amount</u>
<u>ASST BASEBALL COACH</u>	<u>\$5,412.00</u>
_____	_____
_____	_____
_____	_____

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 9th day of May, 1994.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By John T. Roman
Director of Personnel
Stu Snow
Teacher

GLENBROOK HIGH SCHOOLS
TEACHER (TENURE) CONTRACT INFORMATION
1992-93

TO: SNOW STUART

THE BOARD OF EDUCATION, NORTHFIELD TOWNSHIP DISTRICT #225, HAS APPROVED THE ISSUANCE OF YOUR CONTRACT FOR THE 1992-93 SCHOOL YEAR. YOUR ASSIGNMENT IS LISTED BELOW. THIS CONTRACT INCLUDES ALL THE CONDITIONS AS CONTAINED IN YOUR PRIOR WRITTEN CONTRACT.

PLEASE RETURN ONE COPY, WITH YOUR SIGNATURE AFFIXED, TO THE PERSONNEL OFFICE BY JUNE 1, 1992. IF WE DO NOT RECEIVE THE COPY, WE WILL ASSUME THAT YOU HAVE REFUSED THE NEW CONTRACT AS INDICATED, AND THE CONDITIONS OF YOUR CONTRACT FOR THE 1991-92 SCHOOL YEAR WILL REMAIN IN FORCE.

ASSIGNMENT ENGLISH	AMOUNT
BASE CONTRACT (TEACHER'S SALARY SCHEDULE)	\$ <u>41,351.00</u>
PAYMENT FOR THREE (3) GLENBROOK DAYS	<u>689.00</u>
EXTRA RESPONSIBILITY	-----
-----	-----
-----	-----
TOTAL CONTRACT	\$ <u>42,040.00</u>

MONTHLY SALARY PAYMENTS FOR 12 MONTHS,
 (BASED ON TEACHER'S SALARY SCHEDULE FIGURE)
 COMMENCING SEPTEMBER 15, 1992 \$ 3,445.21

DECEMBER 15, 1992 PAYMENT WILL INCLUDE AN
 ADDITIONAL PAYMENT FOR THREE (3) GLENBROOK
 DAYS OF: \$ 689.00

ACADEMIC LEVEL BA + 15

STEP 08



 TEACHER'S SIGNATURE

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1992-93 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1994.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1992-93</u>	<u>Amount</u>
<u>ASST BASEBALL COACH</u>	<u>\$5,229.00</u>
_____	_____
_____	_____
_____	_____

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 24th day of May, 1993.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By [Signature]
Director of Personnel

[Signature]
Teacher

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1991-92 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1993.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1991-92</u>	<u>Amount</u>
<u>HEAD BASEBALL COACH</u>	<u>\$5,479.00</u>
_____	_____
_____	_____
_____	_____

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel and the Teacher has executed this contract this 18th day of May, 1992.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By [Signature]
Director of Personnel
[Signature]
Teacher

GLENBROOK HIGH SCHOOLS
TEACHER (TENURE) CONTRACT INFORMATION
1990-91

TO: SNOW STUART

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1990-91 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by June 8, 1990. If we do not receive the copy, we will assume that you have refused the new contract as indicated, and the conditions of your contract for the 1989-90 school year will remain in force.

ASSIGNMENT ENGLISH	AMOUNT
Base Contract (Teacher's Salary Schedule)	\$ <u>37,311.00</u>
Payment for three (3) Glenbrook Days	<u>622.00</u>
Extra responsibility	-----
-----	-----
-----	-----
TOTAL CONTRACT	\$ <u>37,933.00</u>

Monthly salary payments for 12 months,
 (Based on Teacher's Salary Schedule Figure)
 commencing September 15, 1990 \$ 3,109.25

December 15, 1990 payment will include an
 additional payment for three (3) Glenbrook
 Days of: \$ 622.00

ACADEMIC LEVEL BA + 15

STEP 08



 Teacher's signature

GLENBROOK HIGH SCHOOLS
 TEACHER (TENURE) CONTRACT INFORMATION
 1989-90

TO: SNOW SIUABI

The Board of Education, Northfield Township District #225, has approved the issuance of your contract for the 1989-90 school year. Your assignment is listed below. This contract includes all the conditions as contained in your prior written contract.

Please return one copy, with your signature affixed, to the Personnel Office by June 9, 1989. If we do not receive the copy, we will assume that you have refused the new contract as indicated, and the conditions of your contract for the 1988-89 school year will remain in force.


ASSIGNMENT ENGLISH	AMOUNT
Base Contract (Teacher's Salary Schedule)	\$ <u>35,116.00</u>
Payment for three (3) Glenbrook Days	<u>585.00</u>
Extra responsibility	-----
-----	-----
-----	-----
TOTAL CONTRACT	\$ <u>35,701.00</u>

Monthly salary payments for 12 months,
 (based on Teacher's Salary Schedule Figure)
 commencing September 15, 1989 \$ 2,926.33

December 15, 1989 payment will include an
 additional payment for three (3) Glenbrook
 Days of: \$ 585.00

ACADEMIC LEVEL BA + 15

STEP 08



 Teacher's signature

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1989-90 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1991.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1989-90</u>	<u>Amount</u>
<u>Asst. Boys' Basketball Coach</u>	<u>\$3,744.00</u>
<u>Head Baseball Coach</u>	<u>4,180.00</u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 16 day of April, 19 90.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By Ronald L. Gommersall
Director of Personnel

Stuart M.
Teacher

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1988-89 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1991.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1988-89</u>	<u>Amount</u>
<u>BOYS' BASKETBALL</u>	<u>\$3,270.00</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 28 day of Nov, 19 88.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By John F. Jammene
Director of Personnel
Stu Snow
Teacher

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic contract for the 1988-89 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator of the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1988 through June 30, 1991.

In accordance with the above policy, STU SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1988-89</u>	<u>Amount</u>
<u>Baseball Coach</u>	<u>\$2,974.00</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 10 day of April, 19 89.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By [Signature]
Director of Personnel

[Signature]
Teacher

Recal

Glenbrook High Schools

TEACHER'S CONTRACT

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 1835 Landwehr Road, Glenview, Illinois, hereinafter called the "Board" and

STUART SNOW

a legally qualified teacher, hereinafter called the "Teacher." The definition of a legally qualified teacher includes but is not limited to the teacher's eligibility for a standard Type 09 Illinois Teaching Certificate. Failure of the teacher, at the time of employment, to obtain said certificate will render this contract Null and Void.

1. The Teacher is employed and hereby agrees to teach (hereinafter called "teach") school in said School District in such grade, course, department or building as the Board, through its Superintendent, may from time to time direct; to keep such registers and other records and to make such reports as are now or hereafter required by law and by the Board for a term during each school year this contract remains in force, of not less than the minimum number of months required by law nor more than ten months, beginning and ending on such dates as the Board may hereafter, from year to year and from time to time, fix and determine, for the sum of THIRTY-TWO THOUSAND NINE HUNDRED SEVENTY-THREE AND 00/100----- Dollars, payable TWO THOUSAND SEVEN HUNDRED FORTY-SEVEN AND 75/100----- Dollars per month for 12 months, less such deductions as may be required by law. The Board hereby agrees to issue an order in payment of said salary on or about the 15th day of each month during the said school term, or at the end of such other periods of time as may be mutually agreeable, provided, however, that the Teacher shall not be entitled to any compensation for any period of time during which the Teacher is absent from duty while school is in session, unless otherwise provided by law or by the lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board.

2. The Board shall notify the Teacher of the opening date of the school term a reasonable time prior to such date, but the Board shall have the right, in its sole discretion, from year to year and from time to time during any year, to fix, increase, or decrease the requisite length of the school term between said minimum and maximum number of months, and the Teacher shall only be entitled to said monthly salary for the number of months, or parts thereof on a pro rata basis, which the Teacher actually teaches.

3. The Teacher shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Teacher copies of all rules, regulations and orders, and amendments thereto, relating to Teachers, hereafter adopted by the Board promptly upon the adoption thereof.

BA + 15, Step 8.....	\$32,973.00
Glenbrook Days	550.00 (To be paid Dec. 15, 1988)
TOTAL	\$33,523.00

4. The Teacher and the Board recognize the critical importance of extra-curricular activities (differential responsibilities) to the proper development of the students attending schools in the District and agree that both the Teacher and the Board must cooperate in providing opportunities for and supervision of extracurricular activities for the students. The Teacher recognizes that a material inducement in the Board's agreeing to employ the Teacher is the Teacher's representation that the Teacher will accept the appointment to extracurricular activities by the Board so long as the Teacher is employed by the Board. The parties further recognize that when these provisions are contained in a contract where the Teacher is in the second probationary year, such provisions will automatically carry forward to each subsequent employment year in accordance with the provisions of Section 24-11 of The School Code which provides:

"Contractual continued service shall continue in effect the terms and provisions of the contract with the Teacher during the last school term of the probationary period, subject to this Act and the lawful regulations of the employing Board."

The Teacher acknowledges the authority of the Board to terminate the further assignment of the Teacher to the extracurricular activity (differential responsibility) for any future school year. On the other hand, the Board agrees to honor the request of the Teacher to be relieved from the extracurricular assignment in the following school year where another Teacher deemed acceptable to the school officials is willing to accept the assignment held by the Teacher to this contract. In the event the Teacher discontinues the extracurricular activity under either of the foregoing two circumstances, the added salary attributable thereto shall be discontinued. Should the Teacher at some time in the future refuse to carry out the extracurricular assignment made by the Board in accordance with the provisions contained in this agreement, such refusal shall be a breach of the employment conditions between the Teacher and the Board and shall be adequate and complete grounds for termination of the further employment of the Teacher by the Board whether the Teacher is on probationary status or on continued contractual service status.

5. In the event the Teacher hereby employed is employed to take the place of a Teacher entering into the Military Service of the United States, the Teacher hereby employed shall not acquire contractual continued service under the laws of the State of Illinois. The Teacher hereby employed is not employed to take the place of a teacher entering into the Military Service of the United States.

6. In the event the Teacher is employed as a part-time Teacher and not as a full-time Teacher, such part-time teaching shall not qualify or entitle the Teacher to enter upon contractual continued service, as provided by the laws of the State of Illinois. The contract of any part-time teacher may be terminated by the Board at any time for any reason by written notice to the Teacher and thereafter the Teacher shall not be entitled to any compensation hereunder. The Teacher hereby employed ~~employed as a part-time teacher and~~ as a full-time Teacher, and, ~~as a part-time teacher~~, shall be required to teach ~~only~~ ~~one~~ ~~hour~~ ~~per~~ ~~week~~ ~~on~~ such days and during such hours as the Board, or its superintendent, may hereafter from time to time direct.

7. During the probationary period of a full-time teacher, including any lawful extension thereof, this contract may be terminated by either party at the time and


in the manner provided by law, for any reason. During this contractual continued service of the Teacher, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Teacher to comply with any lawful requirement of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Teacher to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Teacher is not qualified to teach or that the interests of the school require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party. During lawful suspension of the Teacher and after lawful termination of this contract, the Teacher shall not be entitled to any compensation hereunder.

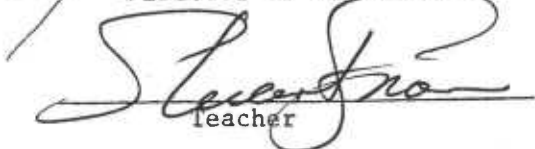
8. This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract, all as of this 10th day of October, 1988.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By


Director of Personnel


Teacher

P

GLENBROOK HIGH SCHOOLS
ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic teacher contract for the 1987-88 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1985 through June 30, 1988.

In accordance with the above policy, STUART SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1987-88</u>	<u>Amount</u>
Coach - Baseball	\$2,597.00

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 8th day of Feb, 19 88.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO.225
Cook County, Illinois

By Robert L. Sommer
Director of Personnel

Stuart Snow
Teacher

GLENBROOK HIGH SCHOOLS

ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic teacher contract for the 1987-88 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1985 through June 30, 1988.

In accordance with the above policy, STUART SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1987-88</u>	<u>Amount</u>
Boys' Basketball Coach	2,856.00

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 14 day of Dec, 19 87.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By Robert L. Sommer
Director of Personnel

Stuart Snow
Teacher

Glenbrook High Schools

TEACHER'S CONTRACT

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 1835 Landwehr Road, Glenview, Illinois, hereinafter called the "Board" and

STUART SNOW

a legally qualified teacher, hereinafter called the "Teacher." The definition of a legally qualified teacher includes but is not limited to the teacher's eligibility for a standard Type 09 Illinois Teaching Certificate. Failure of the teacher, at the time of employment, to obtain said certificate will render this contract Null and Void.

1. The Teacher is employed and hereby agrees to teach (hereinafter called "teach") school in said School District in such grade, course, department or building as the Board, through its Superintendent, may from time to time direct; to keep such registers and other records and to make such reports as are now or hereafter required by law and by the Board for a term during each school year this contract remains in force, of not less than the minimum number of months required by law nor more than ten months, beginning and ending on such dates as the Board may hereafter, from year to year and from time to time, fix and determine, for the sum of THIRTY-THOUSAND EIGHT HUNDRED SIXTEEN (\$30,816.00) Dollars, payable TWO THOUSAND FIVE HUNDRED SIXTY-eight and 00/100 (\$2,568.00) Dollars per month for 12 months, less such deductions as may be required by law. The Board hereby agrees to issue an order in payment of said salary on or about the 15th day of each month during the said school term, or at the end of such other periods of time as may be mutually agreeable, provided, however, that the Teacher shall not be entitled to any compensation for any period of time during which the Teacher is absent from duty while school is in session, unless otherwise provided by law or by the lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board.

2. The Board shall notify the Teacher of the opening date of the school term a reasonable time prior to such date, but the Board shall have the right, in its sole discretion, from year to year and from time to time during any year, to fix, increase, or decrease the requisite length of the school term between said minimum and maximum number of months, and the Teacher shall only be entitled to said monthly salary for the number of months, or parts thereof on a pro rata basis, which the Teacher actually teaches.

3. The Teacher shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Teacher copies of all rules, regulations and orders, and amendments thereto, relating to Teachers, hereafter adopted by the Board promptly upon the adoption thereof.

BA + 15, Step 8.....	\$30,816.00
Glenbrook Days.....(1½%)	462.00 (Paid 12/15/87)
Total	\$31,278.00

FOIA 00096

4. The Teacher and the Board recognize the critical importance of extra-curricular activities (differential responsibilities) to the proper development of the students attending schools in the District and agree that both the Teacher and the Board must cooperate in providing opportunities for and supervision of extracurricular activities for the students. The Teacher recognizes that a material inducement in the Board's agreeing to employ the Teacher is the Teacher's representation that the Teacher will accept the appointment to extracurricular activities by the Board so long as the Teacher is employed by the Board. The parties further recognize that when these provisions are contained in a contract where the Teacher is in the second probationary year, such provisions will automatically carry forward to each subsequent employment year in accordance with the provisions of Section 24-11 of The School Code which provides:

"Contractual continued service shall continue in effect the terms and provisions of the contract with the Teacher during the last school term of the probationary period, subject to this Act and the lawful regulations of the employing Board."

The Teacher acknowledges the authority of the Board to terminate the further assignment of the Teacher to the extracurricular activity (differential responsibility) for any future school year. On the other hand, the Board agrees to honor the request of the Teacher to be relieved from the extracurricular assignment in the following school year where another Teacher deemed acceptable to the school officials is willing to accept the assignment held by the Teacher to this contract. In the event the Teacher discontinues the extracurricular activity under either of the foregoing two circumstances, the added salary attributable thereto shall be discontinued. Should the Teacher at some time in the future refuse to carry out the extracurricular assignment made by the Board in accordance with the provisions contained in this agreement, such refusal shall be a breach of the employment conditions between the Teacher and the Board and shall be adequate and complete grounds for termination of the further employment of the Teacher by the Board whether the Teacher is on probationary status or on continued contractual service status.

5. In the event the Teacher hereby employed is employed to take the place of a Teacher entering into the Military Service of the United States, the Teacher hereby employed shall not acquire contractual continued service under the laws of the State of Illinois. The Teacher hereby employed is not employed to take the place of a teacher entering into the Military Service of the United States.

6. In the event the Teacher is employed as a part-time Teacher and not as a full-time Teacher, such part-time teaching shall not qualify or entitle the Teacher to enter upon contractual continued service, as provided by the laws of the State of Illinois. The contract of any part-time teacher may be terminated by the Board at any time for any reason by written notice to the Teacher and thereafter the Teacher shall not be entitled to any compensation hereunder. The Teacher hereby employed ~~employed as a part-time teacher and~~ as a full-time Teacher, and, ~~as a part-time teacher~~, shall be required to teach ~~only~~ ~~at~~ ~~lock~~ ~~house~~ ~~on~~ such days and during such hours as the Board, or its superintendent, may hereafter from time to time direct.

7. During the probationary period of a full-time teacher, including any lawful extension thereof, this contract may be terminated by either party at the time and

in the manner provided by law, for any reason. During this contractual continued service of the Teacher, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Teacher to comply with any lawful requirement of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Teacher to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Teacher is not qualified to teach or that the interests of the school require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party. During lawful suspension of the Teacher and after lawful termination of this contract, the Teacher shall not be entitled to any compensation hereunder.

8. This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract, all as of this 28th day of September, 1987.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By Robert Tommerhe
Director of Personnel

Stuart Row
Teacher

GLENBROOK HIGH SCHOOLS

ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic teacher contract for the 1986-87 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1985 through June 30, 1988.

In accordance with the above policy, STUART SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1986-87</u>	<u>Amount</u>
<u>Assistant Baseball Coach</u>	<u>\$2473.00</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 23 day of March, 1987.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO.225
Cook County, Illinois

By [Signature]
Director of Personnel

[Signature]
Teacher

FOIA 00099

GLENBROOK HIGH SCHOOLS

ADDENDUM TO TEACHER CONTRACT

This addendum is and will be considered by both the teacher and the Board of Education of the Glenbrook High Schools, Northfield Township High School District #225, to be part of the basic teacher contract for the 1986-87 school year.

All payments for differential responsibilities, less legally required deductions, will be made as soon as possible upon the conclusion of the assigned responsibility. Request for payment shall be initiated by the athletic coordinator or the parent department and channeled through the building principal and directed to the director of personnel for forwarding to the district business office. No request for payment will be honored without the successive recommendations and endorsements indicated above.

The salary for differential responsibilities will be in accordance with the schedule contained in Appendix B of the Teachers' general contract as contained in the Master Agreement between the Board of Education and the Teachers Association, effective July 1, 1985 through June 30, 1988.

In accordance with the above policy, STUART SNOW, will be paid the following additional compensation for the assignment(s) named herein.

<u>Assignment(s) 1985-86</u>	<u>Amount</u>
<u>Assistant Boys' Basketball Coach</u>	<u>\$2,720.00</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

IN WITNESS THEREOF, The Board of Education has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract this 1st day of Nov., 1986.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO.225
Cook County, Illinois

By 
Director of Personnel


Teacher

Glenbrook High Schools

TEACHER'S CONTRACT

THIS AGREEMENT, made and entered into by and between the Board of Education of the Glenbrook High Schools, District #225, 1835 Landwehr Road, Glenview, Illinois, hereinafter called the "Board" and

SNOW, STUART

a legally qualified teacher, hereinafter called the "Teacher." The definition of a legally qualified teacher includes but is not limited to the teacher's eligibility for a standard Type 09 Illinois Teaching Certificate. Failure of the teacher, at the time of employment, to obtain said certificate will render this contract Null and Void.

1. The Teacher is employed and hereby agrees to teach (hereinafter called "teach") school in said School District in such grade, course, department or building as the Board, through its Superintendent, may from time to time direct; to keep such registers and other records and to make such reports as are now or hereafter required by law and by the Board for a term during each school year this contract remains in force, of not less than the minimum number of months required by law nor more than ten months, beginning and ending on such dates as the Board may hereafter, from year to year and from time to time, fix and determine, for the sum of TWENTY SIX THOUSAND EIGHT HUNDRED THIRTY-ONE AND 00/100----- Dollars, payable TWO THOUSAND TWO HUNDRED THIRTY FIVE AND 91/100 (\$2,235.91)----- Dollars per month for 12 months, less such deductions as may be required by law. The Board hereby agrees to issue an order in payment of said salary on or about the 15th day of each month during the said school term, or at the end of such other periods of time as may be mutually agreeable, provided, however, that the Teacher shall not be entitled to any compensation for any period of time during which the Teacher is absent from duty while school is in session, unless otherwise provided by law or by the lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board.

2. The Board shall notify the Teacher of the opening date of the school term a reasonable time prior to such date, but the Board shall have the right, in its sole discretion, from year to year and from time to time during any year, to fix, increase, or decrease the requisite length of the school term between said minimum and maximum number of months, and the Teacher shall only be entitled to said monthly salary for the number of months, or parts thereof on a pro rata basis, which the Teacher actually teaches.

3. The Teacher shall conform to and comply with all lawful rules, regulations and orders heretofore or hereafter adopted or amended by the Board relating to professional growth, physical fitness, temporary illness and temporary incapacity, and to all other lawful rules, regulations or orders heretofore or hereafter adopted or amended by the Board. The Board agrees to furnish the Teacher copies of all rules, regulations and orders, and amendments thereto, relating to Teachers, hereafter adopted by the Board promptly upon the adoption thereof.

BA Level, Step 7.....	\$26,831.00
Glenbrook Days Stipend, (1% of salary)	<u>268.00</u> (Paid with Dec. 15, 1986 regular payment)
TOTAL CONTRACT.....	\$27,099.00

FOIA 00101

4. The Teacher and the Board recognize the critical importance of extra-curricular activities (differential responsibilities) to the proper development of the students attending schools in the District and agree that both the Teacher and the Board must cooperate in providing opportunities for and supervision of extracurricular activities for the students. The Teacher recognizes that a material inducement in the Board's agreeing to employ the Teacher is the Teacher's representation that the Teacher will accept the appointment to extracurricular activities by the Board so long as the Teacher is employed by the Board. The parties further recognize that when these provisions are contained in a contract where the Teacher is in the second probationary year, such provisions will automatically carry forward to each subsequent employment year in accordance with the provisions of Section 24-11 of The School Code which provides:

"Contractual continued service shall continue in effect the terms and provisions of the contract with the Teacher during the last school term of the probationary period, subject to this Act and the lawful regulations of the employing Board."

The Teacher acknowledges the authority of the Board to terminate the further assignment of the Teacher to the extracurricular activity (differential responsibility) for any future school year. On the other hand, the Board agrees to honor the request of the Teacher to be relieved from the extracurricular assignment in the following school year where another Teacher deemed acceptable to the school officials is willing to accept the assignment held by the Teacher to this contract. In the event the Teacher discontinues the extracurricular activity under either of the foregoing two circumstances, the added salary attributable thereto shall be discontinued. Should the Teacher at some time in the future refuse to carry out the extracurricular assignment made by the Board in accordance with the provisions contained in this agreement, such refusal shall be a breach of the employment conditions between the Teacher and the Board and shall be adequate and complete grounds for termination of the further employment of the Teacher by the Board whether the Teacher is on probationary status or on continued contractual service status.

5. In the event the Teacher hereby employed is employed to take the place of a Teacher entering into the Military Service of the United States, the Teacher hereby employed shall not acquire contractual continued service under the laws of the State of Illinois. The Teacher hereby employed is not employed to take the place of a teacher entering into the Military Service of the United States.

6. In the event the Teacher is employed as a part-time Teacher and not as a full-time Teacher, such part-time teaching shall not qualify or entitle the Teacher to enter upon contractual continued service, as provided by the laws of the State of Illinois. The contract of any part-time teacher may be terminated by the Board at any time for any reason by written notice to the Teacher and thereafter the Teacher shall not be entitled to any compensation hereunder. The Teacher hereby employed ~~employed as a part-time~~ and _____ as a full-time Teacher, and, ~~as a part-time Teacher,~~ shall be required to teach only _____ clock hours per _____ on such days and during such hours as the Board, or its superintendent, may hereafter from time to time direct.

7. During the probationary period of a full-time teacher, including any lawful extension thereof, this contract may be terminated by either party at the time and

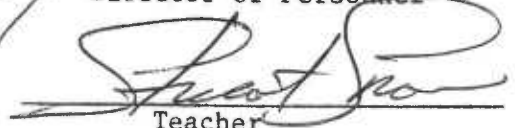
in the manner provided by law, for any reason. During this contractual continued service of the Teacher, this contract may be terminated by either party at the time and in the manner provided by law, for any lawful reason or cause, the Board also reserves the right to make all lawful salary adjustments. In exercising its rights under this contract, the Board may base its action upon, but is not restricted to, the failure of the Teacher to comply with any lawful requirement of this contract, including failure to comply or conform to any lawful rules, regulations or orders of the Board in effect at the time, the failure of the Teacher to hold a regular certificate of qualification to perform the services designated in Paragraph 1 of this contract, in the public schools of the State of Illinois, or in the opinion of the Board either that the Teacher is not qualified to teach or that the interests of the school require such action. In the absence of controlling provisions of Illinois law, termination may be affected at any time by written notice to the other party. During lawful suspension of the Teacher and after lawful termination of this contract, the Teacher shall not be entitled to any compensation hereunder.

8. This contract is subject to and governed by all applicable laws of the State of Illinois now or hereafter in force.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its behalf by its duly authorized Director of Personnel, and the Teacher has executed this contract, all as of this 16th day of June, 1986.

BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225
Cook County, Illinois

By 
Director of Personnel


Teacher