

TO: Dr. Mike Riggle

FROM: Rosanne Williamson

RE: FOIA Requests

FOIA Response:

Please see the attached email response. Responsive documents can found online at <http://il.glenbrook.schoolboard.net/board>.

Background:

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

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

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

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



Elaine Geallis <egeallis@glenbrook225.org>

FOIA Request: Inquiry from Website

1 message

Abigail C. Rogers <ARogers@cbslawyers.com>
To: "foia@glenbrook225.org" <foia@glenbrook225.org>

Mon, Sep 18, 2017 at 4:11 PM

Dear Ms. Crowe,

Pursuant to the Illinois Freedom of Information Act, I am requesting the following public records:

1. Job description or other documentation detailing the duties of a basketball coach at Glenbrook North High School
2. Any employment records for Michael Nelson for the last ten years

Thank you for your prompt response.

Abigail Rogers

ARogers@CBSLawyers.com

Clark Baird Smith LLP

6133 N. River Road

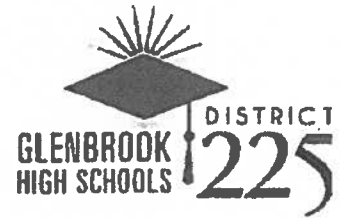
Suite 1120

Rosemont, Illinois 60018

(847) 378-7700

(847) 378-7070 (fax)

www.cbslawyers.com



Employee Data Sheet

Date: 9 / 24 / 15

Employee Emergency Information

GBN ☒ GBS ☐ OCC ☐ ADM ☐ DEPARTMENT _____

NAME Michael Nelson

ADDRESS [REDACTED] CITY/STATE/ZIP [REDACTED], IL

PHONE NUMBER(S) [REDACTED] DATE OF BIRTH [REDACTED]

Emergency Contacts

Relation	Name	Address	Phone Numbers
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Optional Health Information

The following information is confidential and will be viewed by the school nurses and Human Resources Department only. List any medical information that school nurses should know in the event of an emergency.

Primary Physician [REDACTED] Phone Number [REDACTED]

Medical/Health History Information	Medications	Allergies
		[REDACTED]

Please add any other pertinent information. _____

Glenbrook High Schools Human Resources New Hire Fingerprint Questionnaire

Name: Nelson / Michael / Perick
Last First Full Middle Name

Have you been known under any other name? (Maiden Name? Divorce?) ☒ No ☐ Yes

If "Yes" list names: _____

Social Security #: [REDACTED] Country of Citizenship: USA

Date of Birth: [REDACTED] Place of Birth State: IL

Driver's License #: [REDACTED] Exp. Date: [REDACTED] DL State: IL

Address: [REDACTED]

City/State/ZIP: [REDACTED] IL [REDACTED] Phone: [REDACTED] [REDACTED]

BOTH QUESTIONS MUST BE ANSWERED. PART (A) ASKS ABOUT YOUR ETHNICITY AND

PART (B) ASKS ABOUT YOUR RACE.

✓ Part A. Ethnicity: Hispanic/Latino – (Please Check One)

☒ No, not Hispanic/Latino

☐ Yes, Hispanic/Latino

✓ Part B. Race: (Please Check One or More)

☐ American Indian or Alaska Native

☐ Asian

☒ Black or African American

☐ Caucasian

☐ Native Hawaiian or Other Pacific Islander

Eye Color: Brown Hair Color: Blk Height: 6'3 Weight: 198

I am aware and understand that my fingerprints will be taken and used to check the criminal history record information files of the Illinois State Police and the Federal Bureau of Investigation.

SIGNATURE: [Signature] Date: 9 / 24 / 15

OFFICE USE ONLY

ISP(M) _____

ISP(O) _____

Staff Initials _____

Revised 2014

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

STATE USE ONLY - DATE: 09/24/2015 ORI: IL0162255 TCN: LS10631440033974



ILLINOIS STATE POLICE
BUREAU OF IDENTIFICATION
260 NORTH CHICAGO STREET
JOLIET, ILLINOIS, 60432-4075

RECEIVED

SEP 29 2015

HUMAN RESOURCES
GLENBROOK #225

GLENBROOK HIGH SCHOOL DISTRICT 225
3801 WEST LAKE AVE, SUITE 200
GLENVIEW, IL 60026

A SEARCH OF THE FILES OF THIS BUREAU MADE PURSUANT TO THE FEE APPLICANT FINGERPRINT CARD SUBMITTED BY YOUR AGENCY, FAILED TO REVEAL ANY CRIMINAL CONVICTION RECORD FOR THE SUBJECT OF YOUR INQUIRY.

THE APPLICANT FINGERPRINT CARD WILL BE RETAINED IN THE FILES OF THE ILLINOIS STATE POLICE TO FACILITATE FUTURE DISSEMINATION TO YOUR AGENCY OF ANY CONVICTION INFORMATION PERTAINING TO THIS SUBJECT.

THE ILLINOIS STATE POLICE IS PERMITTED TO DISSEMINATE CRIMINAL HISTORY RECORD INFORMATION AS AUTHORIZED BY STATE LAW, ATTEMPTS ARE MADE TO MAKE RECORDS AS COMPLETE AS POSSIBLE BY OBTAINING MISSING DISPOSITIONS FROM VARIOUS SOURCES. IN SOME CASES HOWEVER, DISPOSITION INFORMATION IS UNAVAILABLE.

THE SEARCH ROUTINE USED TO PROCESS YOUR SUBMISSION DID NOT INCLUDE AN INQUIRY INTO THE ILLINOIS STATE POLICE SEX OFFENDER REGISTRATION FILE, TO DETERMINE IF THE SUBJECT OF YOUR INQUIRY IS A REGISTERED SEX OFFENDER, PLEASE CHECK THE ILLINOIS STATE POLICE REGISTERED SEX OFFENDER INFORMATION WEB SITE AT "WWW.ISP.STATE.IL.US".

IF YOU HAVE ANY QUESTIONS CONCERNING THIS MATTER, PLEASE CONTACT THE BUREAU OF IDENTIFICATION AT DOI_CUSTOMER_SUPPORT@ISP.STATE.IL.US OR (815) 740-5160.

IDENTIFIERS

DCN: [REDACTED]
SUBMISSION TYPE: FEAPP
Name: NELSON, MICHAEL DERICK
Sex Code: MALE

TCN: [REDACTED]
RESULT: NO RECORD ON FILE
Employer #: IL0162255
Race Code: BLACK

PURPOSE: EDC
SSN #: [REDACTED]
DOB: [REDACTED]

STATE USE ONLY

WARNING: RELEASE OF THIS INFORMATION TO UNAUTHORIZED INDIVIDUALS OR AGENCIES OR MISUSE IS PROHIBITED BY FEDERAL LAW
TITLE 42 USC 3789G PERTAINING TO CRIMINAL HISTORY INFORMATION

11/15 FBI RESPONSE - DATE: Thu Sep 24 15:45:05 CDT 2015 ORI: IL0162255 TCN: LS10632L60033974

RECEIVED

SEP 29 2015

HUMAN RESOURCES
GLENBROOK #225

GLENBROOK HIGH SCHOOL DISTRICT 225
3801 WEST LAKE AVE
SUITE 200
GLENVIEW, IL 60026

FBI RESPONSE

THE FOLLOWING IS IN RESPONSE TO YOUR SUBMISSION WHICH WAS SENT TO THE FEDERAL BUREAU OF INVESTIGATION. IF YOU HAVE ANY QUESTIONS REGARDING THIS RESPONSE, PLEASE CONTACT THE FBI HELP DESK:

FBI HELP DESK
PHONE NUMBER: 1-304-625-2000

IDENTIFIERS

RESULT: NH

DCN:	[REDACTED]	TCN:	[REDACTED]	RESPONSE DATE:	2015/09/24 0.0.0
SUBM TYPE:	FEAPP	ORI:	IL0162255	FBI ICN:	E2015267000000195341
NAME:	NELSON, MICHAEL DERICK	EMPLOYER#:	IL0162255	SSN:	[REDACTED]
SEX CODE:	M	RACE CODE:	B	DOB:	[REDACTED]

FBI RESPONSE

THIS FEDERAL BUREAU OF INVESTIGATION RAPSHEET IS IN RESPONSE TO YOUR SUBMISSION SENT TO THE FBI:
CIVIL APPLICANT RESPONSE

ICN E2015267000000195341 CIDN OCA
NELSON, MICHAEL DERICK B 603 1985/07/21
VINU SOC 328 B0 9966 SEX M
IL920480Z EDUC REF ACT UNIT
JOLIET IL 2015/09/24
A SEARCH OF THE FINGERPRINTS ON THE ABOVE
INDIVIDUAL HAS REVEALED NO PRIOR ARREST
DATA. CJIS DIVISION
2015/09/24 FEDERAL BUREAU OF INVESTIGATION

IL920480Z
EDUC REFORM ACT UNIT
EDUC REF ACT UNIT
ATTN CIVIL PROCESSING
260 N CHICAGO ST

Illinois Withholding Allowance Worksheet

COPY

GBW 88 Coach

General Information

Complete this worksheet to figure your total withholding allowances.

Complete Step 1.

Complete Step 2 if

- you (or your spouse) are age 65 or older or legally blind, or
- you wrote an amount on Line 4 of the Deductions and Adjustments Worksheet for federal Form W-4.

If you have more than one job or your spouse works, your withholding usually will be more accurate if you claim all of your allowances on the Form IL-W-4 for the highest-paying job and claim zero on all of your other IL-W-4 forms.

You may reduce the number of allowances or request that your employer withhold an additional amount from your pay, which may help avoid having too little tax withheld.

Step 1: Figure your basic personal allowances (including allowances for dependents)

Check all that apply:

- ☐ No one else can claim me as a dependent.
☐ I can claim my spouse as a dependent.

- 1 Enter the total number of boxes you checked. 1 _____
- 2 Enter the number of dependents (other than you or your spouse) you will claim on your tax return. 2 _____
- 3 Add Lines 1 and 2. Enter the result. This is the total number of basic personal allowances to which you are entitled. You are not required to claim these allowances. The number of basic personal allowances that you choose to claim will determine how much money is withheld from your pay. See Line 4 for more information. 3 _____
- 4 Enter the total number of basic personal allowances you choose to claim on this line and Line 1 of Form IL-W-4 below. This number may not exceed the amount on Line 3 above, however you can claim as few as zero. Entering lower numbers here will result in more money being withheld (deducted) from your pay. 4 _____

Step 2: Figure your additional allowances

Check all that apply:

- ☐ I am 65 or older. ☐ I am legally blind.
☐ My spouse is 65 or older. ☐ My spouse is legally blind.

- 5 Enter the total number of boxes you checked. 5 _____
- 6 Enter any amount that you reported on Line 4 of the Deductions and Adjustments Worksheet for federal Form W-4 plus any additional Illinois subtractions or deductions. 6 _____
- 7 Divide Line 6 by 1,000. Round to the nearest whole number. Enter the result on Line 7. 7 _____
- 8 Add Lines 5 and 7. Enter the result. This is the total number of additional allowances to which you are entitled. You are not required to claim these allowances. The number of additional allowances that you choose to claim will determine how much money is withheld from your pay. 8 _____
- 9 Enter the total number of additional allowances you elect to claim on Line 2 of Form IL-W-4, below. This number may not exceed the amount on Line 8 above, however you can claim as few as zero. Entering lower numbers here will result in more money being withheld (deducted) from your pay. 9 _____

IMPORTANT: If you want to have additional amounts withheld from your pay, you may enter a dollar amount on Line 3 of Form IL-W-4 below. This amount will be deducted from your pay in addition to the amounts that are withheld as a result of the allowances you have claimed.

Cut here and give the certificate to your employer. Keep the top portion for your records.



Illinois Department of Revenue

IL-W-4 Employee's Illinois Withholding Allowance Certificate

Social Security number

Michael D. Nelson

Name

Street address

City

IL
State

ZIP

Check the box if you are exempt from federal and Illinois Income Tax withholding and sign and date the certificate.



- 1 Enter the total number of basic allowances that you are claiming (Step 1, Line 4, of the worksheet). 1 0
- 2 Enter the total number of additional allowances that you are claiming (Step 2, Line 9, of the worksheet). 2 0
- 3 Enter the additional amount you want withheld (deducted) from each pay. 3 0

I certify that I am entitled to the number of withholding allowances claimed on this certificate.

[Signature]
Your signature

9-24-15
Date

Form W-4 (2015)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2015 expires February 16, 2016. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,050 and includes more than \$350 of unearned income (for example, interest and dividends).

Exceptions. An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- Is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1352, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2015. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w-4.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A _____
B	Enter "1" if: <ul style="list-style-type: none"> • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. 	B _____
C	Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C _____
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D _____
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E _____
F	Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)	F _____
G	Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> • If your total income will be less than \$65,000 (\$100,000 if married), enter "2" for each eligible child; then less "1" if you have two to four eligible children or less "2" if you have five or more eligible children. • If your total income will be between \$65,000 and \$84,000 (\$100,000 and \$119,000 if married), enter "1" for each eligible child 	G _____
H	Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ►	H _____

For accuracy, complete all worksheets that apply.

- If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.
- If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld.
- If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

Separate here and give Form W-4 to your employer. Keep the top part for your records.

Form W-4 Department of the Treasury Internal Revenue Service		Employee's Withholding Allowance Certificate OMB No. 1545-0074 2015	
► Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.			
1 Your first name and middle initial Michael D		2 Your social security number [Redacted]	
Home address (number and street or rural route) [Redacted]		3 <input checked="" type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.	
City or town, state, and ZIP code [Redacted]		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ► <input type="checkbox"/>	
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		6 Additional amount, if any, you want withheld from each paycheck	
7 I claim exemption from withholding for 2015, and I certify that I meet both of the following conditions for exemption. <ul style="list-style-type: none"> • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here.		8 \$ 0 9 \$ 0	
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.			
Employee's signature (This form is not valid unless you sign it.) ► [Signature]		Date ► 7-24-15	
10 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)		11 Office code (optional) 12 Employer identification number (EIN)	

I, Michael Nelson hereby acknowledge that I have carefully
(Print Your Name)

read and understand the foregoing statement entitled "**Acknowledgement of the Statutory Requirement that School Personnel Report Suspected Cases of Child Abuse and Neglected Child Reporting Act**". "IL. Rev. Stat. 1985 ch.23, par 2051 et seq."


(Signature)

9-24-15
(Date)

**Glenbrook High Schools Technology Device and Network Use
Employee Rights and Responsibilities**

Employee Privileges

Glenbrook employees have the privilege to use Glenbrook computers and electronic devices in order to deliver instruction, facilitate educational growth in technology skills, information gathering skills, and communication skills, and to perform administrative tasks. These computers and electronic devices may provide access to the Internet. Employees have the privilege to use any licensed district standard software.

Employee Responsibilities

Only those employees with prior experience and/or instruction shall be authorized to use the Glenbrook network and Internet access. The employee will not allow others to use his/her computer account, nor will he/she disclose his/her passwords to anyone. Employees may not alter any Glenbrook network address or identifiers or use false identities. Employees may not copy Glenbrook software from district devices, violate copyright laws, destroy or damage another person's files or messages, copy other people's work, or attempt unauthorized access to networks in or out of the building. They may not make unauthorized entry, interfere with, or disrupt any computer, network, service or equipment, regardless of who may own, operate or supervise it. The employee has the responsibility to report all violations of privacy or of this policy pertaining to his/her computer accounts to the coordinator of instructional technology or chief technology officer.

Faculty and staff have a professional responsibility to ensure appropriate use of technology by students. An adult will monitor all student Internet use accessed by district and student-provided technology as thoroughly as possible.

The employee is responsible for honoring copyright laws when using electronic media, including but not limited to software, original art work, video, and Internet copyrighted material.

The employee is responsible for all data communications originating from his/her account. Furthermore, the employee is responsible for making sure all communications originating from the Glenbrook network by him/her do not contain pornographic material, inappropriate content, inappropriate language, data that is in violation of this policy, or files that are potentially dangerous to the integrity of the network infrastructure. Solicitation of such materials is also prohibited.

The intent of Glenbrook's Internet connection is for education use, and not for individual profit. Each employee has the responsibility not to use the network for wasteful or frivolous purposes such as playing network games. No sites shall be accessed which will result in unplanned or unauthorized cost to the district.

All data communications sent or received through the Glenbrook network may be monitored by district network administrators and shall remain the property of the district.

Failure to comply with the "Purpose and Use of Technology and Network Resource" Policy may result in loss of computer privileges as well as other disciplinary action. The employee acknowledges that his/her choice to use employee-provided technology (including hardware, software, and Internet access) in any manner that would otherwise violate this Policy will subject the employee to discipline. The employee acknowledges his/her responsibility to comply with Board of Education Policy 7220, which is available at <http://www.glenbrook225.org/board/policies/Documents/7220.pdf>

District Responsibilities

The district will use reasonable efforts consistent with available budgetary approvals to provide current anti-virus software for workstations and servers, as well as e-mail servers. Users will receive instructions for maintaining secure passwords and access to their accounts. The district will implement Internet content filtering on the Glenbrook network according to Board Policy. The district will make reasonable efforts to maintain secure backups of file servers. The district will comply with all applicable laws relative to the privacy of employee and student information.

I have read this document and the "Purpose and Use of Technology and Network Resources" Policy, and agree to abide by them. I will uphold my responsibilities as a user of Glenbrook High School computers and networks.

Printed Employee Name Michael Nelson
Employee Name M. Nelson

Date 9-24-15
Date 1-24-16

Name Michael Nelson

**GLENBROOK HIGH SCHOOLS
OFFICE OF HUMAN RESOURCES**

TRS Questionnaire for Coaching Staff

Are you currently under contract and contributing to the Illinois Teachers' Retirement System in another district? No

If yes, please list the District and its city and county: _____

TRS Tier 1/Tier 2 Questionnaire

Have you contributed to the Illinois Teachers' Retirement System or a reciprocal pension system prior to January 1, 2011? ✓ Yes No

If Yes, which of the following have you contributed to? Check all that apply and indicate the company/district if applicable:

 Teachers' Retirement System (TRS)

✓ Illinois Municipal Retirement Fund (IMRF)
Company/District Lake County Sheriff (IL)

 Public School Teachers' Pension & Retirement Fund of Chicago
Company/District _____

 County Employees' Annuity & Benefit Fund of Cook County
Company/District _____

 Forest Preserve District Employees' Annuity & Benefit Fund of Cook County
Company/District _____

 General Assembly Retirement System
Company/District _____

 Judges' Retirement System
Company/District _____

 Laborers' Annuity & Benefit Fund
Company/District _____

 Metropolitan Water Reclamation District Retirement Fund
Company/District _____

 Municipal Employees' Annuity & Benefit Fund of Chicago
Company/District _____

 Park Employees' Annuity & Benefit Fund of Chicago
Company/District _____

 State Employees' Retirement System
Company/District _____

 State Universities Retirement System
Company/District _____

-----EMPLOYEE-----

Name: Nelson, Michael D

-----CHECK DETAIL INFORMATION-----

Check Date: 12/15/2016 Gross Wages: 1,435.50
Check Number: 100292 Net Amount: 1,165.81
Check Type: Regular

-----TAXABLE WAGE INFORMATION-----

	FEDERAL	STATE	FICA	MEDICARE
Gross Wages:	1,435.50	1,435.50	1,435.50	1,435.50
Minus Deductions that Decrease Tax:	0.00	0.00	0.00	0.00
Plus Taxable Benefits:	0.00	0.00	0.00	0.00
Taxable Gross Wages:	1,435.50	1,435.50	1,435.50	1,435.50

-----PAYS-----

DESCRIPTION	RATE	FACTOR/HOURS	AMOUNT	HOURS WORKED	PERIOD END
Coach-Winter	1,435.50	1.00	1,435.50	0.00	11/30/2016

-----DEDUCTIONS-----

-----DECREASE TAX-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Fed Tax	106.05			
IL State Tax	53.83			
Medicare Tax	20.81			
Soc Sec Tax	89.00			
Total:	269.69			

-----BENEFITS-----

-----TAXABLE-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Medicare Tax	20.81			
Soc Sec Tax	89.00			
Total:	109.81			

-----PAYS/DEDUCTIONS/BENEFITS DETAILS-----

DESCRIPTION	AMT/PCT	FACTOR/HOURS	GROSS	%	EXPENSE ACCOUNT	HOURS WORKED	PERIOD END DATE
Coach-Winter	1,435.5000	1.00	1,435.50	1	10E200 1510 1350 00 005100	0.00	11/30/2016
DEDUCTIONS							
Fed Tax			106.05	1		10L100 4520 0000 00 000000	
IL State Tax			53.83	1		10L100 4530 0000 00 000000	
Medicare Tax			20.81	1		51L100 4580 0000 00 000000	
Soc Sec Tax			89.00	1		51L100 4570 0000 00 000000	
BENEFITS							
Medicare Tax			20.81	1	51E200 1510 2140 00 005100	51L100 4580 0000 00 000000	
Soc Sec Tax			89.00	1	51E200 1510 2130 00 005100	51L100 4570 0000 00 000000	

***** End of report *****

-----EMPLOYEE-----

Name: Nelson, Michael D

-----CHECK DETAIL INFORMATION-----

Check Date: 02/12/2016 Gross Wages: 1,982.75
Check Number: 79614 Net Amount: 1,631.45
Check Type: Regular

-----TAXABLE WAGE INFORMATION-----

	FEDERAL	STATE	FICA	MEDICARE
Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75
Minus Deductions that Decrease Tax:	0.00	0.00	0.00	0.00
Plus Taxable Benefits:	0.00	0.00	0.00	0.00
Taxable Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75

-----PAYS-----

DESCRIPTION	RATE	FACTOR/HOURS	AMOUNT	HOURS WORKED	PERIOD END
Coach-Winter	1,982.75	1.00	1,982.75	0.00	01/31/2016

-----DEDUCTIONS-----

-----DECREASE TAX-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Fed Tax	123.27			
IL State Tax	74.35			
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	349.30			

-----BENEFITS-----

-----TAXABLE-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	151.68			

-----PAYS/DEDUCTIONS/BENEFITS DETAILS-----

DESCRIPTION	AMT/PCT	FACTOR/ HOURS	GROSS	#	EXPENSE ACCOUNT	HOURS WORKED	PERIOD END DATE
Coach-Winter	1,982.7500	1.00	1,982.75	1	10E200 1510 1350 00 005100	0.00	01/31/2016
DEDUCTIONS							
Fed Tax			123.27	1		10L100 4520 0000 00 000000	
IL State Tax			74.35	1		10L100 4530 0000 00 000000	
Medicare Tax			28.75	1		51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1		51L100 4570 0000 00 000000	
BENEFITS							
Medicare Tax			28.75	1	51E200 1510 2140 00 005100	51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1	51E200 1510 2130 00 005100	51L100 4570 0000 00 000000	

***** End of report *****

-----EMPLOYEE-----

Name: Nelson, Michael D

-----CHECK DETAIL INFORMATION-----

Check Date: 01/15/2016 Gross Wages: 1,982.75
Check Number: 79386 Net Amount: 1,633.43
Check Type: Regular

-----TAXABLE WAGE INFORMATION-----

	FEDERAL	STATE	FICA	MEDICARE
Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75
Minus Deductions that Decrease Tax:	0.00	0.00	0.00	0.00
Plus Taxable Benefits:	0.00	0.00	0.00	0.00
Taxable Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75

-----PAYS-----

DESCRIPTION	RATE	FACTOR/HOURS	AMOUNT	HOURS WORKED	PERIOD END
Coach-Winter	1,982.75	3.00	1,982.75	0.00	12/31/2015

-----DEDUCTIONS-----

--DECREASE TAX--

DESCRIPTION	AMOUNT	FED	ST	F/M
Fed Tax	123.27			
IL State Tax	74.35			
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	349.30			

-----BENEFITS-----

----TAXABLE----

DESCRIPTION	AMOUNT	FED	ST	F/M
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	151.68			

-----PAYS/DEDUCTIONS/BENEFITS DETAILS-----

DESCRIPTION	AMT/ECT	FACTOR/ HOURS	GROSS	#	EXPENSE ACCOUNT	HOURS WORKED	PERIOD END DATE
Coach-Winter	1,982.7500	3.00	1,982.75	1	10E200 1510 1350 00 005100	0.00	12/31/2015
DEDUCTIONS							
Fed Tax			123.27	1		10L100 4520 0000 00 000000	
IL State Tax			74.35	1		10L100 4530 0000 00 000000	
Medicare Tax			28.75	1		51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1		51L100 4570 0000 00 000000	
BENEFITS							
Medicare Tax			28.75	1	51E200 1510 2140 00 005100	51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1	51E200 1510 2130 00 005100	51L100 4570 0000 00 000000	

***** End of report *****

-----EMPLOYEE-----

Name: Nelson, Michael D

-----CHECK DETAIL INFORMATION-----

Check Date: 12/15/2015 Gross Wages: 1,982.75
Check Number: 79236 Net Amount: 1,635.11
Check Type: Regular

-----TAXABLE WAGE INFORMATION-----

	FEDERAL	STATE	FICA	MEDICARE
Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75
Minus Deductions that Decrease Tax:	0.00	0.00	0.00	0.00
Plus Taxable Benefits:	0.00	0.00	0.00	0.00
Taxable Gross Wages:	1,982.75	1,982.75	1,982.75	1,982.75

-----PAYS-----

DESCRIPTION	RATE	FACTOR/HOURS	AMOUNT	HOURS WORKED	PERIOD END
Coach-Winter	1,982.75	1.00	1,982.75	0.00	11/30/2015

-----DEDUCTIONS-----

-----DECREASE TAX-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Fed Tax	121.61			
IL State Tax	74.35			
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	347.64			

-----BENEFITS-----

-----TAXABLE-----

DESCRIPTION	AMOUNT	FED	ST	F/M
Medicare Tax	28.75			
Soc Sec Tax	122.93			
Total:	151.68			

-----PAYS/DEDUCTIONS/BENEFITS DETAILS-----

DESCRIPTION	AMT/PCT	FACTOR/HOURS	GROSS	EXPENSE ACCOUNT	HOURS WORKED	PERIOD END DATE
Coach-Winter	1,982.7500	1.00	1,982.75	1 10E200 1510 1350 00 005100	0.00	11/30/2015
DEDUCTIONS						
Fed Tax			121.61	1	10L100 4520 0000 00 000000	
IL State Tax			74.35	1	10L100 4530 0000 00 000000	
Medicare Tax			28.75	1	51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1	51L100 4570 0000 00 000000	
BENEFITS						
Medicare Tax			28.75	1 51E200 1510 2140 00 005100	51L100 4580 0000 00 000000	
Soc Sec Tax			122.93	1 51E200 1510 2130 00 005100	51L100 4570 0000 00 000000	

***** End of report *****



2016-2017 SCHOOL YEAR

Employee Compensation and Position Form

MICHAEL NELSON
[REDACTED]
[REDACTED]

Phone - Used for School Messenger Messages: [REDACTED]
E-Mail Address: mnelson@glenbrook225.org

Dear Michael,

Please accept this letter as verification of your employment at Glenbrook High Schools District 225 for the 2016-17 school year. This letter was generated on 10/4/2016 using the most current information available within the Human Resources Department.

Please take an opportunity to review the information presented and verify with your records.

- Contact Information displayed above
- Position Assignment(s)
- Salary Schedule Placement (if applicable)
- Current Employment Agreement(s) and Compensation Levels
- Estimated Check, Deductions, Benefits and Taxes
- Medical and Dental Election Information

Please contact the Human Resources Department at hr@glenbrook225.org if there are any inaccuracies or omissions in this report.

On behalf of the Glenbrook High Schools District 225 Administration and Board of Education, I thank you for your continued service to our students and community.

Sincerely,

Brad Swanson
Assistant Superintendent of Human Resources

Position Assignment(s) and Add-On(s)

Position Assignments define the role of the employee. Most employees will only have one assignment, unless they are assigned to multiple buildings, or serve other roles in the District. Add-on assignments are compensated through additional flat-rates.

Position	Assignment	Building	Paycode	FTE
Asst Coach	Basketball - Girls	Glenbrook North High School	COW-N	0.75

MICHAEL NELSON information continued:

Salary Schedule (based on the 2016-17 schedule)

"Base Contract" reflects the employee's primary position. Additional placements listed reflects extra duties.

Placement	Lane	Credits	Step
Differential Category III	DIII		5.0

Employee Calendar

Position	Assignment	Start Date	End Date	Number of Days
Asst Coach	Basketball - Girls	12/1/2016	3/13/2017	60

Current Employment Agreements

Pay Code	Description	Amount	# of Pays
COW-N	Coach Winter - NonCert	6,459.75	6

Estimated Check, Deductions, Benefits and Taxes for the 10/14/2016 Payroll

Estimated Gross Wage Information				
	Federal	State	FICA	Medicare
Gross Pay:	0.00	0.00	0.00	0.00
Minus Tax Sheltered Deductions:	See Check	See Check	See Check	See Check
Taxable Gross:	See Check	See Check	See Check	See Check

Estimated Tax Information		Estimated Tax Exemptions		
Description	Tax State	Marital Status	Exemptions	
	IL	Fed: Single	State: Single	Federal: 0 State: 0 Addnl: 0

Estimated Deductions Information		Estimated Benefits Information	
Gross Pay:	0.00	Tax Sheltered	
* Please see actual check for these amounts.	Description	Amount	Fed St FICA
	FEDERAL TAX	.	
	IL STATE TAX	.	
	Social Security Tax	.	
	Medicare Tax	.	
Total Deductions:		.	
		Social Security Tax	
		Medicare Tax	
		Total Benefits:	

Medical and Dental Election Information

No Medical or Dental Election information available



2015-2016 SCHOOL YEAR

Employee Compensation and Position Form

MICHAEL NELSON
[REDACTED]
[REDACTED]

Phone - Used for School Messenger Messages: [REDACTED]
E-Mail Address: mnelson@glenbrook225.org

Dear Michael:

Please accept this letter as verification of your employment at Glenbrook High Schools District 225 for the 2015-16 school year. This letter was generated on 10/13/2015 using the most current information available within the Human Resources Department.

Please take an opportunity to review the information presented and verify with your records.

- Contact Information displayed above
- Position Assignment(s)
- Salary Schedule Placement (if applicable)
- Current Employment Agreement(s) and Compensation Levels
- Estimated Check, Deductions, Benefits and Taxes
- Medical and Dental Election Information

Please contact the Human Resources Department at 847.486.4730 if there are inaccuracies or omissions.

On behalf of the Glenbrook High Schools District 225 Administration and Board of Education, I thank you for your continued service to our students and community.

Sincerely,

Brad Swanson
Assistant Superintendent of Human Resources

Position Assignment(s) and Add-On(s)

Position Assignments define the role of the employee. Most employees will only have one assignment, unless they are assigned to multiple buildings, or serve other roles in the District. Add-on assignments are compensated through additional flat-rates.

Position	Assignment	Building	Paycode	FTE
Asst Coach	Basketball - Girls	Glenbrook North High School	COW-N	0.75

MICHAEL NELSON information continued:**Years Experience in District:** 0.00**Employee Calendar**

Position	Assignment	Start Date	End Date	Number of Days
Asst Coach	Basketball - Girls	12/1/2015	2/29/2016	60

Current Employment Agreements

Pay Code	Description	Amount
COW-N	Coach Winter - NonCert	5,948.25

Estimated Check Deductions, Benefits and Taxes for the 10/15/2015 Payroll**Estimated Gross Wage Information**

	Federal	State	FICA	Medicare
Gross Pay:	0.00	0.00	0.00	0.00
Minus Tax Sheltered Deductions:	See Check	See Check	See Check	See Check
Taxable Gross:	See Check	See Check	See Check	See Check

Enter Net Pay Information

Description	Tax State		Marital Status		Exemptions		
	IL	Fed: Single	State: Single	Federal: 0	State: 0	Addnl: 0	

Est. Other Information

Gross Pay: 0.00

Estimated Deduction Information

Description	Tax Sheltered			Estimated Benefits				
	Amount	Fed	St	F/M	Taxable	Fed	St	F/M
FEDERAL TAX	.							
IL STATE TAX	.							
Social Security Tax	.							
Medicare Tax	.							
Total Deductions:	.							

Social Security Tax

Medicare Tax

Total Benefits:

Medical and Dental Election Information

No Medical or Dental Election information available

Glenbrook North
Job Description - Athletics

Job Title: Assistant Basketball

Supervisor: Head Basketball Coach, Athletic Director

Job Summary:

Position is responsible for assisting the head coach with organizing the Basketball program. Position assists with conducting practices, motivating students, and instructing student athletes in game strategies and techniques.

Essential Duties:

- Assists the Head Basketball coach with instructing players in the rules, regulations, equipment, and techniques of the sport.
- Organizes and directs individual and small group practice activities/exercises as directed by the head Basketball coach.
- Demonstrates appropriate basketball drills and skills.
- Assesses player's skills, monitors players during competition and practice, and keeps the head Basketball coach informed of the athletic performance of students.
- Assists with determining game strategy.
- Assists the head Basketball coach with supervising athletes during practices and competition.
- Follows established procedures in the event of an athlete's injury.
- Models sports-like behavior and maintains appropriate conduct towards players, officials, and spectators.
- Maintains the equipment room in orderly condition and assumes responsibility for its security.
- Distributes equipment, supplies, and uniforms to students as directed by the head coach.
- Assists the head Basketball coach with submitting a list of award winners at the end of the season.
- Participates in special activities to include parent's night, banquets and award nights.

Other Duties

- Attends staff meetings, clinics and other professional activities to improve coaching performance.
- Performs any other related duties as assigned by the Head Basketball Coach and Athletic Director.

Job Specifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

Minimum Qualifications: Some experience as an assistant Basketball coach at the high school or college level preferred. Must possess the ability to perform effective coaching techniques and skills. Must possess knowledge of the rules, regulations, strategies, and techniques of the sport. Must possess the

ability to effectively demonstrate and instruct the skill of the sport. Must possess the ability to establish and maintain effective working relationships with school administrators, parents, and students.

Working Conditions & Physical Requirements: Essential functions of this position require lifting, manual dexterity, large motor skills, ability to communicate. Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Work involves sitting only occasionally, walking and standing are required regularly, coaches may be required to kneel, crouch/squat, crawl, climb, stoop, turn/twist, balance or reach.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Duties are performed in a school environment, primarily performed on a basketball court; classroom or office setting under general supervision and with appropriate climate controls, early morning, evening, and weekend work is required.



Elaine Geallis <egeallis@glenbrook225.org>

09.27.17 FOIA Mora

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Wed, Sep 27, 2017 at 1:54 PM

To: NorridgeNewsFOIA@gmail.com

Bcc: egeallis@glenbrook225.org

Dear Mr. Mora,

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

On 9/27/17 we received your request for the following information:

- A copy of the current ACT readiness letter for each school in district and the district itself

District Response: Please see attached.

Sincerely,

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

3 attachments**ACT College Readiness Letter - D225 Sept 7 2017.pdf**

964K

**GBN College Readiness Letter 2017.pdf**

951K

**GBS- ACT.pdf**

316K

"Freedom of Information Act Request"

September 20, 2017

Glenbrook High School 225
3801 West Lake Ave
Glenview, IL 60026

Riccardo A. Mora
8120 Winona
Norridge, IL 60706
NorridgeNewsFOIA@gmail.com

Pursuant to the "Freedom of Information Act" I request the following information:

- 1.) A copy of the current ACT readiness letter for each school in district and the district itself

Please send a copy of the information requested via electronic format to the E-mail address listed above.

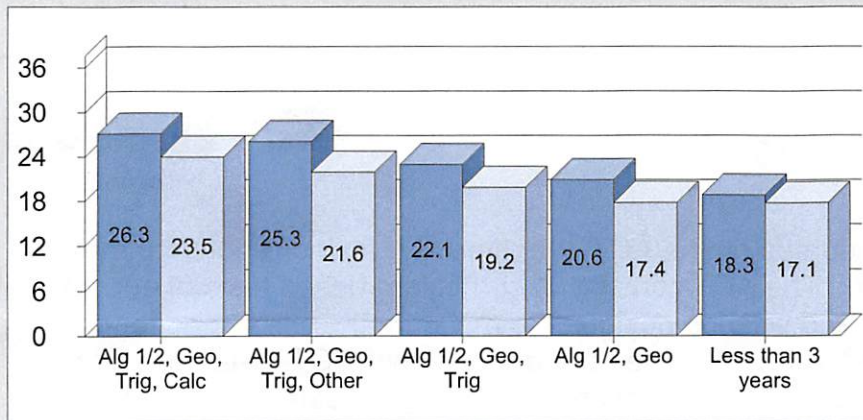
Thank you
Riccardo A. Mora

A handwritten signature in black ink, appearing to read "Riccardo A. Mora", with a stylized flourish at the end.

College Readiness Letter for: **GLENBROOK HIGH SCH DIST 225**

ACT Research has shown that it is the rigor of coursework - rather than simply the number of core courses - that has the greatest impact on ACT performance and college readiness. Figures 2 and 3 report the value added by increasingly rigorous coursework in mathematics and science respectively.

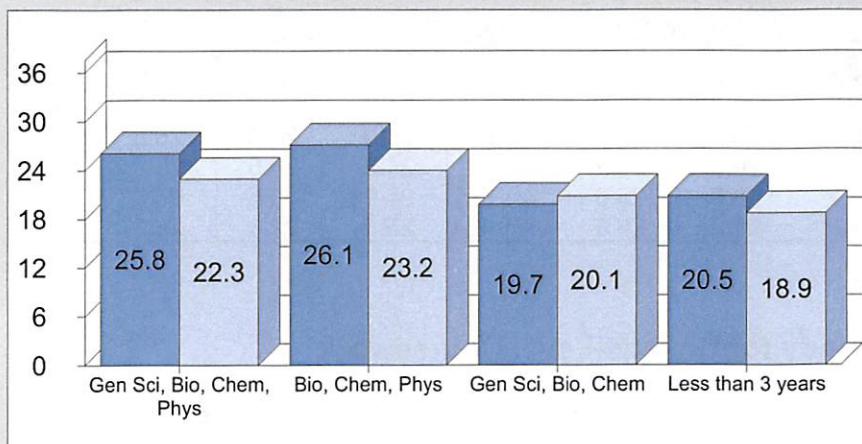
Figure 2. Average ACT Mathematics Scores by Course Sequence



Value Added by Mathematics Courses

Students who take Algebra 1, Algebra 2, and Geometry typically achieve higher ACT Mathematics scores than students who take less than three years of mathematics. In addition, students who take more advanced mathematics courses substantially increase their ACT Mathematics score.

Figure 3. Average ACT Science Scores by Course Sequence



Value Added by Science Courses

Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.

In order to ensure that all students are ready for college, an overview of vital action steps is provided.

College Readiness for All: An Action Plan for Schools and Districts

- 1. Create a Common Focus.** Establish collaborative partnerships with local and state postsecondary institutions to come to a shared understanding of what students need to know for college readiness. Use ACT's College Readiness Benchmarks as a common language to define readiness.
- 2. Establish High Expectations for All.** Create a school culture that identifies and communicates the need for all students to meet or exceed College Readiness Benchmark Scores.
- 3. Require a Rigorous Curriculum.** Review and evaluate the rigor and alignment of courses offered and required in your school in English, mathematics, and science to ensure that the foundational skills leading to readiness for college-level work are taught, reaffirmed, and articulated across courses.
- 4. Provide Student Counseling.** Engage all students in early college and career awareness, help them to set high aspirations, and ensure that they plan a rigorous high school coursework program.
- 5. Measure and Evaluate Progress.** Monitor and measure every student's progress early and often using college readiness assessments like ACT Aspire and the ACT. Make timely interventions with those students who are not making adequate progress in meeting College Readiness Benchmarks.

To learn more about these recommended action steps and ACT programs that will help improve college readiness for your students, contact ACT Customer Service at 319-337-1365 or customerservices@act.org.

College Readiness Letter for: GLENBROOK HIGH SCH DIST 225

September 07, 2017
Code: 147284

SUPERINTENDENT
GLENBROOK HIGH SCH DIST 225
3801 W LAKE AVE
GLENVIEW, IL 60026



694140062



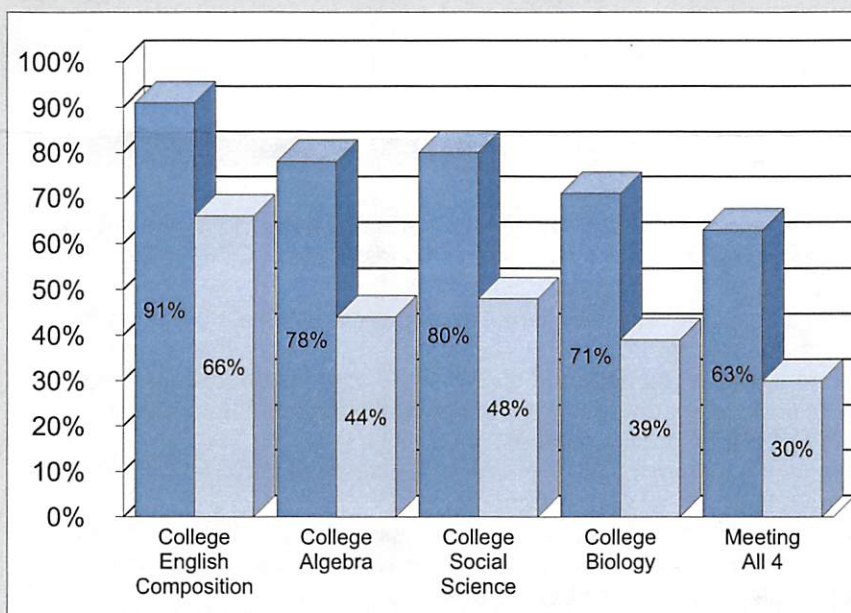
011062110

This report reflects the achievement of your graduates on the ACT over time and an indication of the extent to which they are prepared for college-level work. The ACT consists of curriculum-based tests of educational development in English, mathematics, reading, and science designed to measure the skills needed for success in first-year college coursework. Table 1 shows the five-year trend of your ACT-tested graduates. Beginning with the 2013 Graduating Class, all students whose scores are college reportable, both standard and extended time tests, are included in this report.

Table 1: Five Year Trends - Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	District	State	District	State	District	State	District	State	District	State	District	State
2013	1,190	160,066	25.5	20.2	25.5	20.7	25.1	20.4	24.6	20.5	25.3	20.6
2014	1,138	158,037	25.8	20.3	25.5	20.7	25.3	20.8	25.0	20.5	25.5	20.7
2015	1,178	157,047	25.6	20.3	25.4	20.7	25.2	20.8	24.8	20.6	25.4	20.7
2016	1,251	156,403	26.0	20.5	25.2	20.6	25.6	21.0	24.9	20.6	25.6	20.8
2017	1,122	134,901	26.4	21.0	26.0	21.2	26.6	21.6	25.5	21.3	26.3	21.4

Figure 1. Percent of ACT-Tested Students Ready for College-Level Coursework



Are Your Students Ready for College?

Through collaborative research with postsecondary institutions nationwide, ACT has established the following as college readiness benchmark scores for designated college courses.

A benchmark score is the minimum score needed on an ACT subject-area test to indicate a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college courses.

- * English Composition: 18 on ACT English Test
- * College Algebra: 22 on ACT Mathematics Test
- * Social Science: 22 on ACT Reading Test
- * Biology: 23 on ACT Science Test

■ Your District
■ State

A High School College Readiness Letter has been sent to the Principal of each high school with at least one ACT-tested graduate.

College Readiness Letter for: GLENBROOK NORTH HIGH SCHOOL

September 07, 2017

Code: 143215

PRINCIPAL
GLENBROOK NORTH HIGH SCHOOL
2300 SHERMER RD
NORTHBROOK, IL 60062



690140680



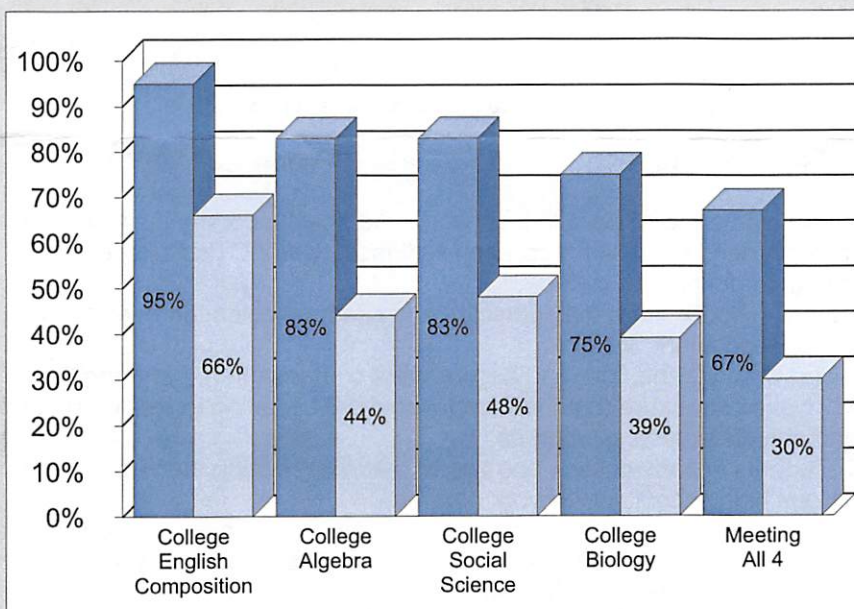
011061110

This report reflects the achievement of your graduates on the ACT over time and an indication of the extent to which they are prepared for college-level work. The ACT consists of curriculum-based tests of educational development in English, mathematics, reading, and science designed to measure the skills needed for success in first-year college coursework. Table 1 shows the five-year trend of your ACT-tested graduates. Beginning with the 2013 Graduating Class, all students whose scores are college reportable, both standard and extended time tests, are included in this report.

Table 1: Five Year Trends - Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	School	State	School	State	School	State	School	State	School	State	School	State
2013	499	160,066	26.0	20.2	26.3	20.7	25.4	20.4	25.0	20.5	25.8	20.6
2014	517	158,037	26.5	20.3	26.1	20.7	25.9	20.8	25.5	20.5	26.1	20.7
2015	494	157,047	26.5	20.3	26.3	20.7	25.8	20.8	25.3	20.6	26.1	20.7
2016	530	156,403	26.9	20.5	26.1	20.6	26.5	21.0	25.7	20.6	26.5	20.8
2017	485	134,901	27.3	21.0	27.0	21.2	27.2	21.6	26.2	21.3	27.1	21.4

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- * English Composition: 18 on ACT English Test
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- * Social Science: 22 on ACT Reading Test
- * Biology: 23 on ACT Science Test

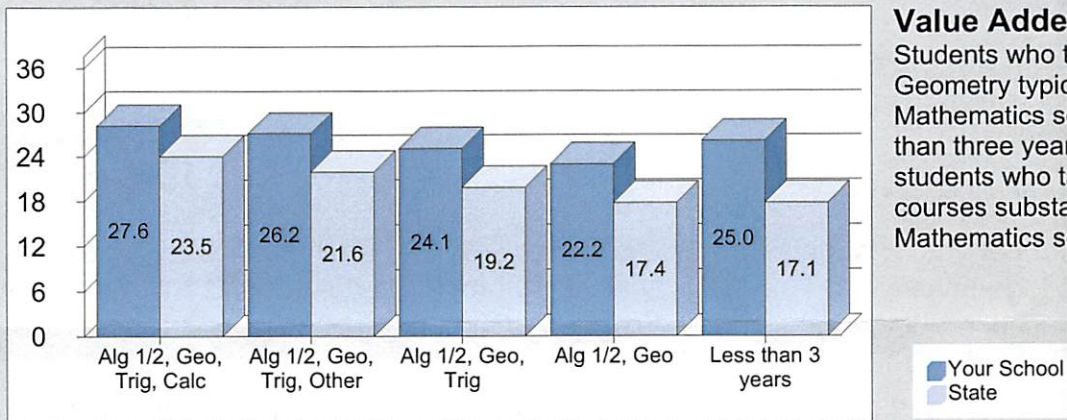
■ Your School
■ State

A District College Readiness Letter has been sent to the Superintendent of the district.

College Readiness Letter for: GLENBROOK NORTH HIGH SCHOOL

ACT Research has shown that it is the rigor of coursework - rather than simply the number of core courses - that has the greatest impact on ACT performance and college readiness. Figures 2 and 3 report the value added by increasingly rigorous coursework in mathematics and science respectively.

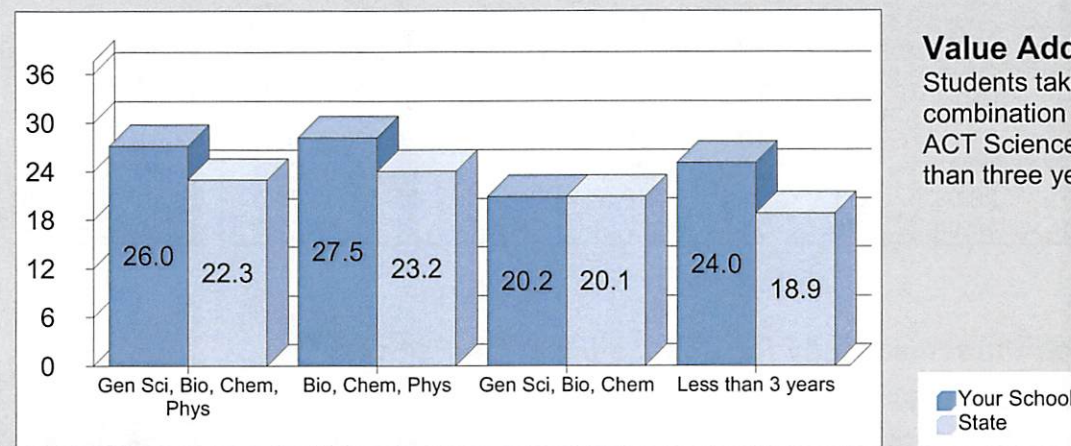
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Figure 3. Average ACT Science Scores by Course Sequence



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Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.

In order to ensure that all students are ready for college, an overview of vital action steps is provided.

College Readiness for All: An Action Plan for Schools and Districts

- Create a Common Focus.** Establish collaborative partnerships with local and state postsecondary institutions to come to a shared understanding of what students need to know for college readiness. Use ACT's College Readiness Benchmarks as a common language to define readiness.
- Establish High Expectations for All.** Create a school culture that identifies and communicates the need for all students to meet or exceed College Readiness Benchmark Scores.
- Require a Rigorous Curriculum.** Review and evaluate the rigor and alignment of courses offered and required in your school in English, mathematics, and science to ensure that the foundational skills leading to readiness for college-level work are taught, reaffirmed, and articulated across courses.
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To learn more about these recommended action steps and ACT programs that will help improve college readiness for your students, contact ACT Customer Service at 319-337-1365 or customerservices@act.org.

September 07, 2017
Code: 142078

PRINCIPAL
GLENBROOK SOUTH HIGH SCHOOL
4000 W LAKE AVE
GLENVIEW, IL 60026



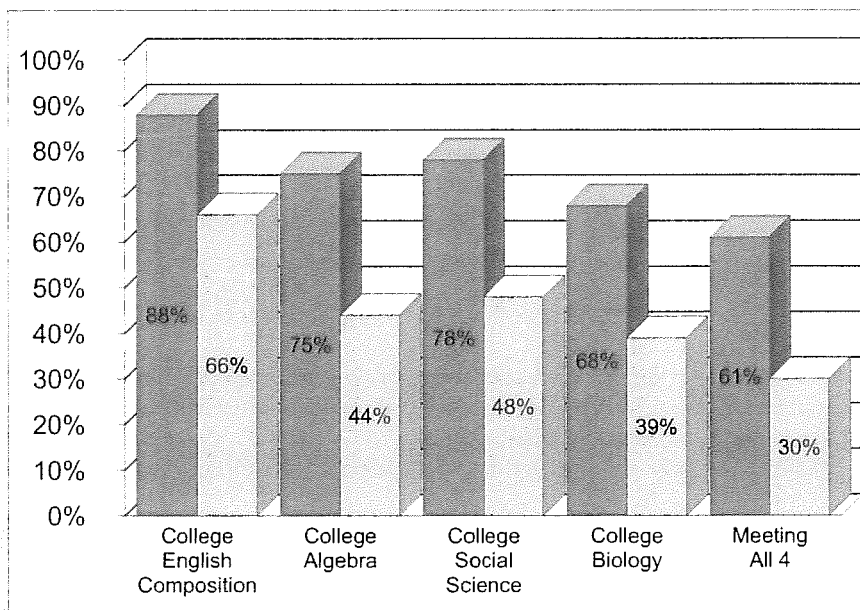
011061110

This report reflects the achievement of your graduates on the ACT over time and an indication of the extent to which they are prepared for college-level work. The ACT consists of curriculum-based tests of educational development in English, mathematics, reading, and science designed to measure the skills needed for success in first-year college coursework. Table 1 shows the five-year trend of your ACT-tested graduates. Beginning with the 2013 Graduating Class, all students whose scores are college reportable, both standard and extended time tests, are included in this report.

Table 1: Five Year Trends - Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	School	State	School	State	School	State	School	State	School	State	School	State
2013	690	160,066	25.1	20.2	24.9	20.7	24.8	20.4	24.4	20.5	24.9	20.6
2014	621	158,037	25.2	20.3	25.0	20.7	24.7	20.8	24.6	20.5	25.0	20.7
2015	684	157,047	25.0	20.3	24.7	20.7	24.8	20.8	24.5	20.6	24.9	20.7
2016	721	156,403	25.3	20.5	24.4	20.6	25.0	21.0	24.4	20.6	24.9	20.8
2017	634	134,901	25.8	21.0	25.2	21.2	26.2	21.6	25.0	21.3	25.7	21.4

Figure 1. Percent of ACT-Tested Students Ready for College-Level Coursework



Are Your Students Ready for College?

Through collaborative research with postsecondary institutions nationwide, ACT has established the following as college readiness benchmark scores for designated college courses.

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- * English Composition: 18 on ACT English Test
- * College Algebra: 22 on ACT Mathematics Test
- * Social Science: 22 on ACT Reading Test
- * Biology: 23 on ACT Science Test

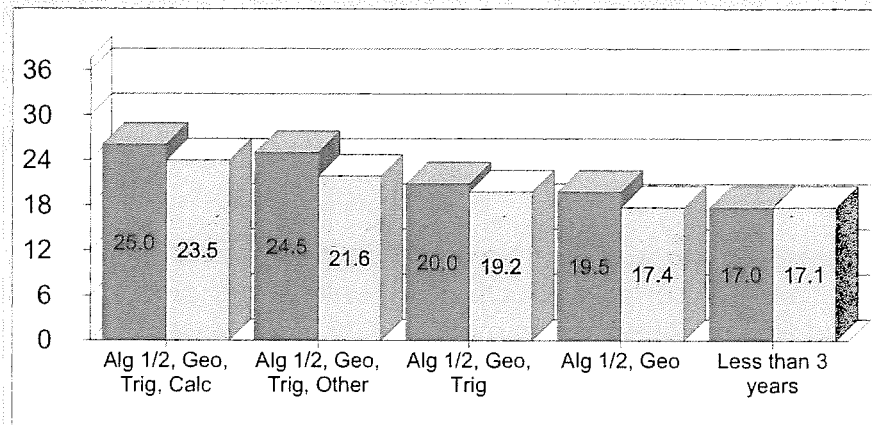
■ Your School
□ State

A District College Readiness Letter has been sent to the Superintendent of the district.

College Readiness Letter for: GLENBROOK SOUTH HIGH SCHOOL

ACT Research has shown that it is the rigor of coursework - rather than simply the number of core courses - that has the greatest impact on ACT performance and college readiness. Figures 2 and 3 report the value added by increasingly rigorous coursework in mathematics and science respectively.

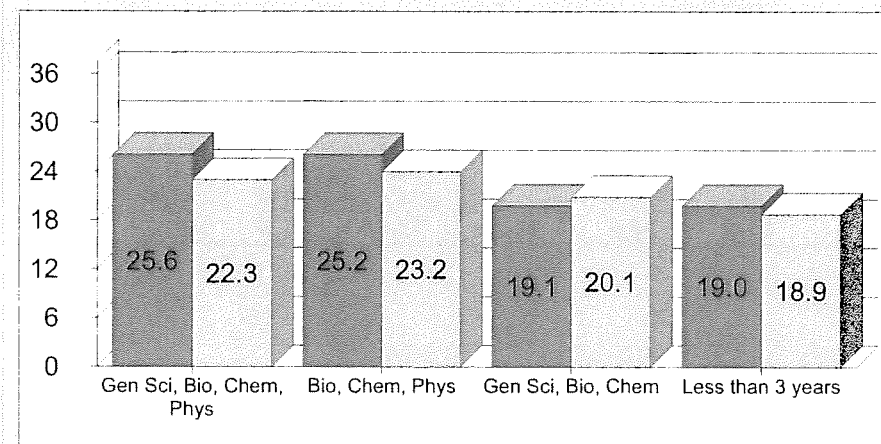
Figure 2. Average ACT Mathematics Scores by Course Sequence



Value Added by Mathematics Courses

Students who take Algebra 1, Algebra 2, and Geometry typically achieve higher ACT Mathematics scores than students who take less than three years of mathematics. In addition, students who take more advanced mathematics courses substantially increase their ACT Mathematics score.

Figure 3. Average ACT Science Scores by Course Sequence



Value Added by Science Courses

Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.

In order to ensure that all students are ready for college, an overview of vital action steps is provided.

College Readiness for All: An Action Plan for Schools and Districts

- Create a Common Focus.** Establish collaborative partnerships with local and state postsecondary institutions to come to a shared understanding of what students need to know for college readiness. Use ACT's College Readiness Benchmarks as a common language to define readiness.
- Establish High Expectations for All.** Create a school culture that identifies and communicates the need for all students to meet or exceed College Readiness Benchmark Scores.
- Require a Rigorous Curriculum.** Review and evaluate the rigor and alignment of courses offered and required in your school in English, mathematics, and science to ensure that the foundational skills leading to readiness for college-level work are taught, reaffirmed, and articulated across courses.
- Provide Student Counseling.** Engage all students in early college and career awareness, help them to set high aspirations, and ensure that they plan a rigorous high school coursework program.
- Measure and Evaluate Progress.** Monitor and measure every student's progress early and often using college readiness assessments like ACT Aspire and the ACT. Make timely interventions with those students who are not making adequate progress in meeting College Readiness Benchmarks.

To learn more about these recommended action steps and ACT programs that will help improve college readiness for your students, contact ACT Customer Service at 319-337-1365 or customerservices@act.org.



Elaine Geallis <egeallis@glenbrook225.org>

FOIA request School District - Northfield Twp HSD 225

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Oct 3, 2017 at 4:06 PM

To: foia-awi@illinoisleaks.com

Bcc: egeallis@glenbrook225.org

Dear Mr. Allen,

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

On 10/2/17 we received your request for the following information:

1. A copy of all debt currently held by the School District in any form to include but not limited to, lines of credit, financial institution, bonds, credit card
2. A copy of all payment structures for that debt that reflects principal payment, interest payment, and time frame of those obligations.
3. A copy of all compensation provided to the Superintendent.
4. A copy of the Superintendents employment contract.
5. A copy of the minutes and agenda where the Superintendents contract was approved.

District Response: Please see attached.

Sincerely,

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

From: Kirk Allen
Sent: Monday, October 2, 2017 11:04 AM
To: FOIA AWI
Subject: FOIA request School District -

In accordance with the Freedom of Information Act of Illinois, I am requesting the following public records as part of an American Watchdogs Inc. research project.

1. A copy of all debt currently held by the School District in any form to include but not limited to, lines of credit, financial institution, bonds, credit card
2. A copy of all payment structures for that debt that reflects principal payment, interest payment, and time frame of those obligations.
3. A copy of all compensation provided to the Superintendent.
4. A copy of the Superintendents employment contract.
5. A copy of the minutes and agenda where the Superintendents contract was approved.

I qualify as both media and non-profit under the definitions in Section 2 (c-10) ("Commercial purpose"), Section 2 (f) ("News media"), Section 2 (g) ("Recurrent requester"), and Section 2 (h) ("Voluminous request") of the Freedom of Information Act, for the purposes of being exempt to the provisions of Section 3.1 (Requests for commercial purposes), Section 3.2 (Recurrent requesters), Section 3.6 (Voluminous requests), and Section 6 (Authority to charge fees).

I request expedited processing on the basis of an urgency to inform the citizens and taxpayers of Illinois about their government's activities. If any element of this request is denied in whole or in part, I ask that you justify all withholdings individually by reference to specific exemptions of the Act. Please provide all responsive information to me electronically.

I request a rolling production of records, such that the public body furnishes records to my attention as soon as they are identified, preferably electronically, but as needed then to my attention, at the below address. If you have any questions please do not hesitate to contact me. Rolling production is not to be perceived as an agreement to extend the time frame for compliance under FOIA.


If you are not the FOIA officer responsible for any part of this request you are required by law to forward it to the appropriate FOIA officer.


The purpose of the request is to access and disseminate information regarding the legal rights of the general public and is not for the principal purpose of personal or commercial benefit.


As outlined in FOIA, documents shall be furnished without charge or at a reduced charge, as determined by the public body, if the person requesting the documents states the specific purpose for the request and indicates that a waiver or reduction of the fee is in the public interest. Waiver or reduction of the fee is in the public interest if the principal purpose of the request is to access and disseminate information regarding the health, safety and welfare or the legal rights of the general public and is not for the principal purpose of personal or commercial benefit.


I am requesting the records be provided in electronic format if that is the method in which they are stored. If they are in paper form and the copier can convert them to electronic format I would appreciate receiving them electronically.


American Watchdogs Inc.
foia-awi@illinoisleaks.com
7060 Illinois Highway 1
Paris, Illinois 61944
217-508-0564


 03.00 2017_09_25_Administrative- Compensation-Reporting- Requirement.pdf
268K

 04.00 Riggle Contract.pdf
424K

 05.00a 05.19.14.Open.MinutesSPECIAL .Edited06.09.14.pdf
114K

 05.00b 05.19.14SpecialMeeting.pdf
18K

 01.00 and 02.00 2017_02_06_Debt Book.pdf
81K

 02.00 FOIA leases & credit cards.pdf
68K

Cook S.D. 225 (Northfield Township)

Summary of Outstanding LTGO Bonds According to Levy Year

Last updated: 2/15/2017

Dated	February 6, 2017				October 27, 2016				October 27, 2016				July 7, 2010					January 1, 2008																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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Credit Ratings (Moody/S&P/Fitch)

Levy Year

2016		213,706		213,706			196,343		196,343	3,165,000	5.000%	2,180,407	5,345,407			589,910	589,910	(206,469)	383,442			728,500	728,500
2017		269,000		269,000			179,400		179,400	3,675,000	5.000%	1,834,000	5,509,000			589,910	589,910	(206,469)	383,442			728,500	728,500
2018		269,000		269,000			179,400		179,400	4,020,000	5.000%	1,650,250	5,670,250			589,910	589,910	(206,469)	383,442			728,500	728,500
2019		269,000		269,000			179,400		179,400	5,435,000	5.000%	1,449,250	6,884,250			589,910	589,910	(206,469)	383,442			728,500	728,500
2020	20,000	2.690%	269,000	289,000			179,400		179,400	5,705,000	5.000%	1,177,500	6,882,500			589,910	589,910	(206,469)	383,442			728,500	728,500
2021	1,945,000	2.690%	268,462	2,213,462	710,000	4.000%	179,400	889,400		5,995,000	5.000%	892,250	6,887,250			589,910	589,910	(206,469)	383,442			728,500	728,500
2022	1,465,000	2.690%	216,142	1,681,142	680,000	4.000%	151,000	831,000		6,295,000	5.000%	592,500	6,887,500			589,910	589,910	(206,469)	383,442			728,500	728,500
2023	1,535,000	2.690%	176,733	1,711,733	715,000	4.000%	123,800	838,800		5,555,000	5.000%	277,750	5,832,750	845,000	5.700%	589,910	1,434,910	(206,469)	1,228,442			728,500	728,500
2024	1,600,000	2.690%	135,442	1,735,442		755,000	4.000%	95,200	850,200					3,285,000	5.700%	541,745	3,826,745	(189,611)	3,637,134	4,345,000	5.000%	728,500	5,073,500
2025	1,680,000	2.690%	92,402	1,772,402	790,000	4.000%	65,000	855,000						3,040,000	5.800%	354,500	3,394,500	(124,075)	3,270,425	4,925,000	5.000%	511,250	5,436,250
2026	1,755,000	2.690%	47,210	1,802,210	835,000	4.000%	33,400	868,400						3,020,000	5.900%	178,180	3,198,180	(62,363)	3,135,817	5,300,000	5.000%	265,000	5,565,000

Callable	\$3,435,000	\$1,625,000	\$0	\$10,190,000	\$14,570,000
Non-Callable	6,565,000	2,860,000	39,845,000	0	0
Total Outstanding	\$10,000,000	\$4,485,000	\$39,845,000	\$10,190,000	\$14,570,000

Purpose/ Notes	LIFE SAFETY	LIFE SAFETY	REFUNDING	NEW MONEY 2006 REFERENDUM	NEW MONEY 2006 REFERENDUM
				Taxable Build America Bonds (Federally subsidized debt)	

Senior Underwriter	Baird (Placement Agent)	Citi	KeyBanc	Ramirez & Co.	William Blair
Bond Counsel	Chapman & Cutler	Chapman & Cutler	Chapman & Cutler	Chapman & Cutler	Chapman & Cutler

Cook S.D. 225 (Northfield Township)
Summary of Outstanding LTGO Bonds Accordin
Last updated: 2/15/2017

Dated	January 18, 2007	January 1, 2007	May 20, 2002	
Issue	G.O. CAPITAL APPRECIATION SCHOOL BONDS	G.O. SCHOOL BONDS	G.O. REFUNDING LT BONDS	
Series	2007 - B	2007 - A	2002 - B	
Original Par	\$10,421,843.70	\$37,590,000.00	\$6,182,769.00	
Earliest Call	12/1/2016 @ 100	12/1/2016 @ 100	NON-CALLABLE	
Maturity	12/1/2024	12/1/2021	12/1/2021	
	AmountRefundedCouponAccreted ValueFuture Value	AmountRefundedCouponInterestDebt Service	AmountCouponInterestFuture Value	TOTAL NET DEBT SERVICE PER LEVY YEAR
Credit Ratings (Moody/S&P/Fitch)	Aaa/AAA/NR	Aaa/AAA/NR	NR/AAA/NR	

Levy Year											
2016		0	4,675,000	4.000% / 5.000%	-	0	889,539	5.400%	1,145,461	2,035,000	8,902,397
2017		0	5,075,000	5.000%	-	0	833,943	5.470%	1,201,057	2,035,000	9,104,342
2018		0	5,515,000	5.000%	-	0	779,425	5.550%	1,255,575	2,035,000	9,265,592
2019		0	7,190,000	5.000%	-	0	731,277	5.600%	1,303,723	2,035,000	10,479,592
2020		0	7,550,000	5.000%	-	0	685,429	5.650%	1,349,571	2,035,000	10,497,842
2021	-	3,841,292	4.620%	-	-						11,102,054
2022	-	3,645,659	4.660%	-	-						10,511,583
2023	-	2,934,893	4.690%	-	-						10,340,225
2024											11,296,276
2025											11,334,077
2026											11,371,427

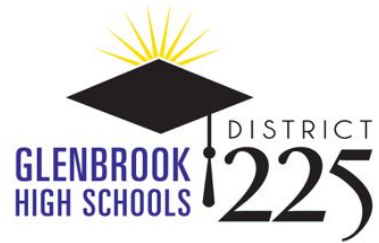
Callable	\$0	\$0		
Non-Callable	0	0	3,919,614	
Total Outstanding	\$0	\$0	\$3,919,614	\$83,009,614

Purpose/ Notes	NEW MONEY 2006 REFERENDUM	NEW MONEY 2006 REFERENDUM AND	REFUNDING SERIES 2000C	
	CABS	REFUNDING OF SERIES 2000C BONDS	CABS	

Senior Underwriter	William Blair	William Blair	William Blair	
Bond Counsel	Chapman & Cutler	Chapman & Cutler	Chapman & Cutler	

Active Capitalized Equipment Leases

	<u>Historical</u>		<u>Current / Future</u>			
Payment Due:	7/1/15 - 6/30/16	7/1/16 - 6/30/17	7/1/17 - 6/30/18	7/1/18 - 6/30/19	7/1/19 - 6/30/20	7/1/20-6/30/21
EATS3322 (Tech) EAST3250 (Chromebooks)	FY 15/16	FY 16/17	FY 17/18	FY 18/19	FY 19/20	FY20/21
Schedule M						
5 year \$1 Buy-out	\$98,506.62	\$98,506.62	\$98,506.62	\$98,506.62	\$98,506.62	\$0.00
Technology Equipment	1.7% interest	1.7% interest	1.7% interest	1.7% interest	1.7% interest	
Schedule N						
5 year \$1 Buy-out	\$0.00	\$248,681.89	\$254,528.54	\$254,528.54	\$254,528.54	\$254,528.54
Technology Equipment - staff and student lab devices		2.2% interest	2.2% interest	2.2% interest	2.2% interest	2.2% interest
Activity Buses						
Schedule O						
4 year \$ Buy-out			\$58,418.76	\$58,418.76	\$58,418.76	\$58,418.76
MacBook Air 13", iMac, Lenovo Yoga, Broadcast Refresh			2.1% interest	2.1% interest	2.1% interest	2.1% interest
Server Room Relocation						
Credit Card Line of Credits						
BMP Master Card	\$681,000					
Home Depot	\$5,500					



To: Dr. Mike Riggle
Board of Education

From: Dr. R.J. Gravel

Date: Monday, September 25, 2017

Re: Administrative Compensation Reporting Requirement (P.A. 96-0434)

Recommendation

It is recommended that the Board of Education approve the posting of the salary compensation report as presented in compliance with Public Act 96-0434.

Background

On August 13, 2009, Senate Bill 2270 was signed by Governor Quinn creating Public Act 96-0434. This action amended Illinois School Code requiring school districts to post an itemized salary compensation report for all employees holding an administrative certificate and working in that capacity. The report is to be presented at a regular school board meeting, posted online, and submitted to the Regional Superintendent of Schools on or before October 1st of each year. The report must include the following information:

- Base Salary
- Bonuses
- Pension Contributions
- Retirement Increases
- Cost of Health Insurance
- Cost of Life Insurance
- Paid Sick and Vacation Day Payouts
- Annuities
- Other Forms of Compensation or Income Paid on Behalf of the Employee

This report will be accessible using the following path:

Glenbrook225.org > Offices > Business/Technology > Financial Information > Compensation Reports

In addition to the salary compensation report for administrators, Public Acts 96-0434 and 95-707 require that the school district post any collective bargaining agreements online. These agreements have already been posted online and made available through our website using the following path:

Glenbrook225.org > Offices > Business/Technology > Financial Information >
Collective Bargaining Agreements

Northfield Township High School District 225
Employees Holding Administrative Certificates and Working in that Capacity (P.A. 96-0434)
Fiscal Year July 1, 2017 - June 30, 2018

					Salary		Board Paid Benefits												Leave Included in Base Salary			Other Compensation		
					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)								
Position	Name	Degree	Years of Service	Days per Year	Base Salary	Board Paid E/E	E/E THIS	E/R TRS	E/R THIS	Est Medicare	Health Insurance	Dental Insurance	Life Insurance	Long-Term Disability	Section 125 Fringe Allotment	HSA Contribution	Allotted Sick Days	Allotted Vacation Days	Allotted Personal Days	Board Paid Annuity	Auto Allowance	Pre-Retirement Increase		
Superintendent	Riggie, Michael	Ed. D.	37	260	264,633	23,850	3,127	1,673	2,539	4,228	19,836	1,538	808	274	1,300	-	15	25	2					
Principal	Finan, John	Ed. D.	26	260	178,138	15,490	-	1,123	1,704	2,808	19,836	1,538	542	184	1,300	-	15	22	2	11,250	6,000			
Principal	Fagel, Lauren	MA	17	260	178,138	15,490	-	1,123	1,704	2,808	25,363	1,538	542	184	1,300	-	15	20	2					
Asst Supt for Business Services/CSBO	Gravel, III, Raoul	Ed. D	13	260	143,413	12,471	-	904	1,372	2,260	25,363	1,538	436	148	1,300	-	15	20	2					
Asst Supt for Education Services	Williamson, Rosanne	Ed. D	25	260	175,698	15,278	-	1,108	1,681	2,769	12,668	640	535	181	600	-	15	23	2	700				
Asst Supt for Human Resources	Swanson, Brad	MA	27	260	172,037	14,960	-	1,085	1,646	2,711	19,836	1,538	524	178	1,300	-	15	20	2					
Director of Special Education	Pearson, Jennifer	MA	23	260	168,377	14,642	-	1,062	1,611	2,654	25,363	1,538	512	174	1,300	-	15	21	2					
Director of Innovation & Instructional	Bretag, Ryan	MA	16	260	158,616	13,793	-	1,000	1,517	2,500	25,363	1,538	483	164	1,300	-	15	22	2					
Director of Operations/CSBO	Ptak, Kimberly	Ed. D.	14	260	126,893	11,034	-	800	1,214	2,000	25,363	1,538	386	131	1,300	-	15	23	2					
Director of Business Services/CSBO	Tarver-Andersen, Vicki	MA	17	260	128,537	11,177	-	810	1,229	2,026	19,836	1,538	391	133	1,300	-	15	21	2					
Principal - Evening School	Santa, Francisco	Ed. D.	19	213	152,347	13,248	-	960	1,457	2,401	25,363	1,538	464	157	1,300	-	15	-	2					
Associate Principal - Curriculum	Muir, Cameron	MA	28	260	163,497	14,217	-	1,031	1,564	2,577	25,363	1,538	498	169	1,300	-	15	22	2					
Associate Principal - Curriculum	Solis, Edward	MA	25	203	158,616	13,793	-	1,000	1,517	2,500	25,363	1,538	483	164	1,300	-	15	20	2					
Associate Principal - Operations	Wright, Casey	MA	20	260	158,616	13,793	-	1,000	1,517	2,500	25,363	1,538	483	164	1,300	-	15	20	2					
Associate Principal - Operations	Frandsen, Kris	MA	31	260	180,661	15,710	-	1,139	1,728	2,862	7,726	640	550	187	600	1,000	15	21	2	700		6%/yr		
Asst Principal - Dean of Students	Bean, Ronald	MA	24	260	144,960	12,605	-	914	1,387	2,285	25,363	1,538	441	150	1,300	-	15	22	2					
Asst Principal - Dean of Students	Eike, William	MA	25	260	158,616	13,793	-	1,000	1,517	2,500	25,363	1,538	483	164	1,300	-	15	23	2					
Asst Principal - Student Activities	Koo, Josh	MA	7	260	98,707	8,583	-	622	944	1,556	7,347	640	300	102	1,300	-	15	20	2					
Asst Principal - Student Activities	Tarjan, Michael	Ed. D.	22	260	158,616	13,793	-	1,000	1,517	2,523	15,504	1,538	483	164	1,300	1,600	15	22	2					
Asst Principal - Student Services	Cummings, Lara	Ph. D.	23	260	156,176	13,581	-	985	1,494	2,461	25,363	1,538	475	161	1,300	-	15	21	2					
Asst Principal - Student services	Etherton, Eric	MA	29	260	156,176	13,581	-	985	1,494	2,485	15,504	1,538	475	161	1,300	1,600	15	25	2					
Associate Dean	Garrison, Sean	MA	26	203	146,414	12,732	-	923	1,400	2,308	19,836	1,538	446	151	1,300	-	15	-	2					
Associate Dean	Jordan, Jeanette	MA	30	203	141,534	12,307	-	892	1,354	2,231	25,363	1,538	431	146	1,300	-	15	-	2					
Athletic Director	Catalano, John	MA	34	260	152,508	13,262	-	961	1,459	2,404	25,363	1,538	464	157	1,300	-	15	23	2					
Athletic Director	Rockrohr, Steven	MA	28	260	158,616	13,793	-	1,000	1,517	2,500	25,363	1,538	483	164	1,300	-	15	23	2					
College Counselor	Boyle, David	Ed. D.	29	193	137,874	11,989	-	869	1,319	2,173	19,836	1,538	420	142	1,300	-	15	-	2					
College Counselor	Klasen, John	MA	16	193	132,993	11,565	-	838	1,272	2,096	19,836	1,538	405	137	1,300	-	15	-	2					
Instructional Supervisor	Davidson, Chad	MA	23	203	140,776	12,242	-	888	1,347	2,219	19,836	1,538	428	145	1,300	-	15	-	2					
Instructional Supervisor	Fitch, Danita	MA	23	203	146,414	12,732	-	923	1,400	2,308	25,363	1,538	446	151	1,300	-	15	-	2					
Instructional Supervisor	French, Kathryn	Ed. S.	10	203	140,454	12,213	-	885	1,343	2,214	25,363	1,538	427	145	1,300	-	15	-	2					
Instructional Supervisor	Gartner, Phillip	MA	21	203	146,414	12,732	-	923	1,400	2,308	25,363	1,538	446	151	1,300	-	15	-	2					
Instructional Supervisor	Morrel, Josh	MA	7	203	94,451	8,213	-	595	903	1,489	12,668	640	287	98	1,300	-	15	-	2					
Instructional Supervisor	Hall, Dawn	MA	16	203	130,771	11,371	-	824	1,251	2,061	12,668	640	398	135	600	-	15	-	2	700				
Instructional Supervisor	Logan, Jeannie	MA	19	203	128,535	11,177	-	810	1,229	2,049	15,504	1,538	391	133	1,300	1,600	15	-	2					
Instructional Supervisor	Kosirog, Mary	MA	29	203	143,974	12,520	-	908	1,377	2,269	25,363	1,538	438	149	1,300	-	15	-	2					
Instructional Supervisor	Kucharski, Thomas	MA	30	203	141,534	12,307	-	892	1,354	2,231	5,877	640	431	146	1,300	-	15	-	2	700				
Instructional Supervisor	Pieper, Robert	MA	25	203	146,414	12,732	-	923	1,400	2,308	14,929	1,538	446	151	1,300	-	15	-	2					
Instructional Supervisor	Rockrohr, Mary	MA	21	203	146,414	12,732	-	923	1,400	2,308	25,363	1,538	446	151	1,300	-	15	-	2					
Instructional Supervisor	Rylander, Jeffrey	MA	27	203	146,414	12,732	-	923	1,400	2,308	19,836	1,538	446	151	1,300	-	15	-	2					
Instructional Supervisor	Maranto, Mark	MA	20	203	134,171	11,667	-	846	1,283	2,115	1,044	640	408	139	600	-	15	-	2	700				
Instructional Supervisor	Cunningham, Karen	MA	17	203	140,314	12,201	-	885	1,342	2,235	15,504	1,538	427	145	1,300	1,600	15	-	2					
Instructional Supervisor	Stanicek, Stephen	MA	38	203	138,430	12,037	-	873	1,324	2,182	25,363	1,538	421	143	1,300	-	15	-	2					
Instructional Supervisor	Vasilopoulos, Maria	MA	17	203	141,534	12,307	-	892	1,354	2,231	25,363	1,538	431	146	1,300	-	15	-	2					
Instructional Supervisor	Williams, Scott	MA	25	203	136,084	11,833	-	858	1,302	2,145	14,929	1,538	414	141	1,300	-	15	-	2					
Instructional Supervisor	Wolfe, Stacey	MA	16	203	130,771	11,371	-	824	1,251	2,061	25,363	1,538	398	135	1,300	-	15	-	2					
Instructional Supervisor/Dean	Strong, Douglas	Ed. D.	28	203	146,414	12,732	-	923	1,400	2,308	25,363	1,538	446	151	1,300	-	15	-	2					

(1) All administrative base salaries, with the exception of the Superintendent, are tied to the teachers' salary schedule, reflecting a % over the schedule defined by position

(2) TRS is calculated at a flat rate of .103753 for the Superintendent (up to cap) and .086957 for all other administrative positions

(3) THIS is calculated at a flat rate of 1.18% of total compensation and is not TRS creditable

(4) TRS E/R is calculated at a flat rate of .58% of total compensation and is not TRS creditable

(5) THIS E/R is calculated at a flat rate of .88% of total compensation and is not TRS creditable

(6) Medicare is calculated as a flat rate of 1.45% of total taxable compensation

(7) FY18 Plan Premium is 100% board paid upon plan selection. Administrators selecting single coverage MUST purchase a 403(b) tax sheltered annuity for a minimum of \$700

(8) FY18 Plan Premium is 100% board paid.

(9) Basic Life is calculated at 2x salary, which includes base, district paid TRS/THIS and Section 125 fringe benefit, at the rate of .115 per \$1K, rounded to the nearest thousand

(10) Long-term disability is calculated at salary, which includes base, district paid TRS/THIS and Section 125 fringe benefit, at the rate of .115 per \$100.

(11) Section 125 fringe benefit allotment equals \$700 applied towards family health insurance or single health insurance plus a 403(b) tax sheltered annuity, and a \$600 flexible spending medical reimbursement account

(12) For the 2017-18 Insurance Plan year, the BOE is contributing \$1,000 for individuals with High-Deductible PPO Single Coverage, and \$1,600 for individuals with High-Deductible PPO Family Coverage, into an HSA (Health Savings Account)

**AMENDMENT TO
SUPERINTENDENT'S CONTRACT**

THIS AMENDMENT is made and entered into this 19th day of May, 2014, by and between the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the "BOARD") and DR. MICHAEL D. RIGGLE, (the "SUPERINTENDENT"):

RECITALS:

WHEREAS, Dr. Michael D. Riggle is currently employed by the BOARD as the SUPERINTENDENT of Northfield Township High School District No. 225, Cook County, Illinois, pursuant to a Superintendent's Contract dated June 10, 2013, covering the time period of July 1, 2013, through and including June 30, 2018 (the "Contract"); and

WHEREAS, the BOARD and SUPERINTENDENT desire to amend their Contract; and

NOW, THEREFORE, in consideration of the promises hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, it is agreed between the parties as follows:

1. **Recitals.** The foregoing recitals are incorporated into, and made a part of, this Amendment.
2. **Amendment of Contract.** The Contract between the BOARD and the SUPERINTENDENT is hereby amended as follows:

A. Section 4 of the Contract is deleted and replaced with the following:

"4. **SALARY** - In consideration of the annual base salary of Two Hundred Thirty-Six Thousand Six Hundred Twenty-Seven Dollars (\$236,627) effective July 1, 2013, through June 30, 2014; Two Hundred Forty-Five Thousand Forty-Four Dollars (\$245,044) effective July 1, 2014 through June 30, 2015; Two Hundred Fifty-One Thousand Four Hundred Twenty-Two Dollars (\$251,422) effective July 1, 2015 through June 30, 2016; Two Hundred Fifty-Seven Thousand Nine Hundred Fifty-One Dollars (\$257,951) effective July 1, 2016 through June 30, 2017; and Two Hundred Sixty-Four Thousand Six Hundred Thirty-Three Dollars (\$264,633) effective July 1, 2017 through June 30, 2018, the SUPERINTENDENT hereby agrees

to devote his entire time, skill, labor and attention to his employment, during the term of this Contract, in order to faithfully perform the duties of Superintendent of Schools, subject to the provisions of Section 9 and 13 of this Contract. Salary will be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional administrative staff, less such amounts as provided for in this Contract, and other amounts required by law. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the SUPERINTENDENT during the life of this Contract, provided that any such salary and/or fringe benefits adjustments shall not be lower than the annual salary and fringe benefits paid by the BOARD as stated in this Contract. Any adjustment in salary and/or fringe benefits made during the life of this Contract shall be or presently is in the form of an amendment and shall become a part of this Contract; provided, however, that it shall not be considered that the BOARD has entered into a new contract with the SUPERINTENDENT nor that the termination date of this Contract has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Contract for additional periods of time if the performance goals have been met, both parties agree, and the agreement is reduced to writing."

3. **Miscellaneous.** The parties, by execution of this Amendment, do hereby expressly agree that this Amendment shall become part of the Contract and is hereby incorporated into and made a part of the Contract by reference.

IN WITNESS WHEREOF, the parties have hereunto set their signatures the date first above written.

DR. MICHAEL D. RIGGLE

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

Michael D. Riggle

By: Sue Skert
President, Board of Education

Attest: Quanna Wells
Secretary, Board of Education

SUPERINTENDENT'S EMPLOYMENT CONTRACT (2013-2018)

THIS EMPLOYMENT AGREEMENT is made and entered into on the date hereinafter set forth by and between the BOARD OF EDUCATION, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the "BOARD"), and MICHAEL D. RIGGLE (the "SUPERINTENDENT").

IT IS AGREED:

1. **EMPLOYMENT** - The SUPERINTENDENT is hereby hired and retained from July 1, 2013 through and including June 30, 2018, as Superintendent of Schools and Chief Executive Officer of the School District.

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

suggest regulations, rules and procedures deemed necessary for the well-ordering of the School District. The BOARD reserves the right to reassign the SUPERINTENDENT to different duties customarily performed by other executive officers of high school district from time to time, during the life of this Agreement, without a loss of pay.

3. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

- In accordance with the requirements of the *Illinois School Code*, the parties have jointly developed performance goals for the SUPERINTENDENT with respect to student performance and academic improvement, and have appended the goals to become a part of this Agreement as Exhibit A.

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

The BOARD and the SUPERINTENDENT were parties to a certain Employment Agreement for the 2008-2013 school years, which contained certain performance goals and objectives for the SUPERINTENDENT to attain. By execution of this new Agreement, the BOARD and the SUPERINTENDENT acknowledge and agree his goals have been met, which allow this BOARD to extend or renew the SUPERINTENDENT's Agreement.

4. COMPENSATION - For the term of this Contract, the Superintendent's annual compensation will be increased in each year by the GREATER of the following;

- a. The prior 10-year rolling average of the Consumer Price Index (CPI) for All Urban Consumers-Chicago used for purposes of computing new revenue under the Illinois Property Tax Extension Limitation Law:

Or

- b. The same percentage as the average, aggregate percentage salary increase negotiated and approved by the BOARD with employee union groups for each of the years of this contract. That is to say that the BOARD will use the average, aggregate salary increase negotiated for all three bargaining units (GEA, GESSA, AND GESPA) for each of the years in question.

In consideration of such compensation for each school year of this Agreement, the SUPERINTENDENT hereby agrees to devote his entire time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of Superintendent of Schools, subject to the provisions of Sections 9 and 13 of this contract. Compensation shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional administrative staff, less such amounts as provided for in this Agreement, and other amounts required by law. The BOARD retains the right to adjust the annual compensation, salary, and/or fringe benefits of the SUPERINTENDENT during the life of this Agreement, provided that any such compensation, salary, and/or fringe benefits adjustment(s) shall not be lower than the annual compensation, salary, and fringe benefits paid by the BOARD as stated in this Agreement. Any adjustment in compensation, salary and/or fringe benefits made during the life of this Agreement

shall be or presently is in the form of an amendment and shall become a part of this Agreement; provided, however, that it shall not be considered that the BOARD has entered into a new agreement with the SUPERINTENDENT nor that the termination date of this Agreement has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Agreement for additional periods of time, if both parties should agree, and said agreement is reduced to writing.

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

6. EXCLUSIVE BENEFIT GOVERNMENTAL SECTION 401(a)

NONTRUSTEED RETIREMENT PLAN - In addition to the annual compensation set forth in Section 4 of this Agreement, or any deferred compensation provided to the SUPERINTENDENT under Section 5 of this Agreement, the BOARD shall establish an Exclusive Benefit Governmental Section 401(A) Non-trusted Retirement Plan (hereinafter "Plan") for the position of Superintendent of Schools. During the term of this Agreement, the BOARD shall make contributions to said Plan for each school year of this Agreement in the amount of Eleven Thousand Two Hundred Fifty Dollars (\$11,250.00 for purpose of allowing the SUPERINTENDENT to purchase the SUPERINTENDENT'S prior employment credit from the State of Indiana for transfer thereof to the Illinois Downstate Teacher Retirement Fund. In the event said purchase of the State of Indiana employment credit is completed, prior to the end of this Agreement, the BOARD will then continue to make the annual payments of Eleven Thousand Two Hundred Fifty Dollars (\$11,250.00) to the SUPERINTENDENT as part of his total annual compensation.

7. EVALUATION - The BOARD and SUPERINTENDENT agree that during the life of this Agreement there shall be an evaluation of the SUPERINTENDENT'S job performance. The BOARD shall endeavor to complete an evaluation of the SUPERINTENDENT'S performance by July 1, of each year of this Agreement. The evaluation shall consider, but not be limited to, an examination of the establishment and maintenance of educational goals, administration of personnel, rapport with the BOARD and such other factors of appraisal that may be established by the parties. The BOARD will consult and collaborate

with Dr. Ron Barnes, or another mutually-agreeable education consultant, in completing the annual evaluation. A written summary of the performance evaluation shall be prepared by the BOARD, or its designee, and given to the SUPERINTENDENT. The parties may elect to meet and confer on the evaluation prior to the preparation of the written summary. Failure by the BOARD to complete an evaluation does not preclude the SUPERINTENDENT'S dismissal or the nonrenewal of this Agreement.

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

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

10. **TERMINATION OF AGREEMENT** - This Employment Agreement may be terminated by:

A. Mutual agreement of the parties.

B. Retirement.

C. Resignation, provided, however, the SUPERINTENDENT gives the BOARD at least one hundred eighty (180) days written notice of the proposed resignation.

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

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

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

12. **CONSULTATION ACTIVITIES** - The SUPERINTENDENT shall receive five (5) work days annually to perform consultation services, exclusive of vacation days, legal holidays, and personal leave days.

13. **COMPENSATORY TIME** - The SUPERINTENDENT shall receive compensatory time for work performed on legal holidays and granted holidays. Compensatory time earned and used shall be scheduled in increments of no less than one-half ($\frac{1}{2}$) day. No accrual of compensatory time shall occur for work performed in less than one-half ($\frac{1}{2}$) day increments.

14. **VACATION** - The SUPERINTENDENT shall receive twenty-five (25) work days of vacation annually (which amount shall be earned monthly on a pro-rata basis at a rate of 2.08 days per month worked), exclusive of legal holidays, and two (2) work days of personal leave annually. The scheduling of more than ten (10) consecutive work days for vacation shall be with prior BOARD approval. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for use during the next year to a

maximum of twenty-five (25) days. Any accumulated vacation days, up to twenty-five (25) days, remaining upon termination of the SUPERINTENDENT's employment shall be paid on a per diem basis, said per diem rate determined by the fraction $1/260$ multiplied by the annual compensation then paid to the SUPERINTENDENT.

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

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

Should the SUPERINTENDENT be incapable of performing the duties and obligations covenanted herein by reason of illness, accident, or other disability, and such disability continues for more than four (4) consecutive months, next following the exhaustion of all paid benefits (sick and personal leave) due the SUPERINTENDENT, or if said disability is permanent, irreparable, or of such nature as to render the SUPERINTENDENT unable to perform the

essential functions of the positions of Superintendent of Schools, the BOARD may, at its option, terminate this Agreement, whereupon all respective duties, rights, and obligations as set forth herein or related hereto shall terminate, provided, however, the SUPERINTENDENT may, at such time, elect to retire and in such case shall be entitled to any retirement benefits afforded members of the administrative staff.

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

17. **TERM LIFE INSURANCE** - The BOARD shall provide and pay the premiums for a term life insurance policy for the SUPERINTENDENT during the life of this Agreement in the amount of two times (2x) the SUPERINTENDENT's annual salary as defined in Section 4 of this contract, but excluding deferred compensation, and other fringe benefits being paid under this contract, which is in accordance with BOARD policy for Administrative personnel on the provision of such insurance. The BOARD shall assign the ownership of the term life insurance

to a person or trust designated by the SUPERINTENDENT, and upon termination of this Agreement shall allow that owner to continue that life insurance policy at its (or his) own expense.

18. TRANSPORTATION ALLOWANCE - As a condition of employment, the SUPERINTENDENT is required to have a personally owned automobile or other vehicle for use in his duties. The SUPERINTENDENT shall bear all costs associated with the upkeep and maintenance of said vehicle including, but not limited to, license, sticker fees, fuel, repairs and insurance. The BOARD shall provide the SUPERINTENDENT with a transportation allowance of Five Hundred and no/100 Dollars (\$500.00) per month, for necessary business use of said vehicle. The SUPERINTENDENT shall submit appropriate substantiation of all such expenses incurred. To the extent, if any, that this allowance is unsubstantiated, the unsubstantiated remainder shall be included in the SUPERINTENDENT's taxable income.

In addition, the BOARD shall reimburse the SUPERINTENDENT for necessary business use of such automobile to travel outside the six county Chicago Metropolitan area at the standard mileage rate established by BOARD policy.

19. MEDICAL EXAMINATION - At least-annually, the SUPERINTENDENT shall obtain a comprehensive medical examination, the actual cost of which shall be paid by the BOARD. A copy of the examination or certificate of the physician certifying the physical ability of the SUPERINTENDENT to perform the essential functions of the position of Superintendent of Schools shall be given to the President of the BOARD. The physician performing the medical

examination shall be one licensed to practice medicine in all of its branches and shall be chosen by the BOARD, or by mutual agreement of the BOARD and SUPERINTENDENT.

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

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

If to the BOARD, to:

BOARD OF EDUCATION
Northfield Township School
District No. 225
3801 W. Lake Avenue
Glenview, Illinois 60025

If to the SUPERINTENDENT, to:

Dr. Michael D. Riggle
1838 Kiest Avenue
Northbrook, Illinois 60062

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

22. **BUSINESS EXPENSES** - It is anticipated and agreed that the SUPERINTENDENT shall be required to incur certain expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the SUPERINTENDENT for such reasonable and necessary expenses incurred by him on behalf of the BOARD, subject, however, to substantiation, budget constraints and the BOARD'S approval of such expenses.

23. **OTHER BENEFITS AND LEAVE** - The SUPERINTENDENT shall be allowed such other privileges, leaves and/or fringe benefits, including tuition reimbursement, not specifically enumerated as were extended to all other certificated administrative personnel as contained in Board policy 3020 (Administrative Personnel) and adopted on April 27, 2009, as amended from time to time, except as set forth herein. The amounts or levels of such privileges, leaves and/or fringe benefits, including tuition reimbursement, shall not be reduced as to the SUPERINTENDENT for the duration of this Agreement. However, in consideration of the compensation and other benefits provided by the BOARD in this Agreement, the SUPERINTENDENT agrees to waive his rights under Board Policy: Voluntary Termination Benefits For Administrators and Supervisors (6100), revised August 31, 2009, and as amended from time to time.

24. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the compensation to be paid to the SUPERINTENDENT by the BOARD pursuant to this Agreement, the BOARD will pick-up and pay on the SUPERINTENDENT's behalf, the entire required retirement contribution to TRS pursuant to the *Illinois Pension Code*. The

SUPERINTENDENT shall have no right or claim to the funds so remitted except as they may subsequently become available from the Illinois Teachers' Retirement System upon retirement or resignation.

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

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

27. **LIQUIDATED DAMAGES** - The SUPERINTENDENT in further consideration of the compensation, salary and fringe benefits paid by the BOARD as stated in this Agreement, agrees to devote his entire time, attention and energies to the performance of his duties under this Agreement; not to seek and/or obtain employment with any other person or entity for the entire

term of this Agreement without the prior written consent of the BOARD. The SUPERINTENDENT shall not resign or otherwise voluntarily terminate his employment with the BOARD prior to the expiration of this Agreement, except in accordance with the notice provisions set forth in Section 11.C and which notice shall be accompanied by a payment to the BOARD of the sum of Twenty-Five Thousand and no/100 Dollars (\$25,000.00), said sum not constituting a penalty, but solely paid as liquidated damages for the SUPERINTENDENT's breach of this Section in order to compensate the BOARD for the costs of seeking a replacement.

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

29. **MISCELLANEOUS** -

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

B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.

C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

E. This Agreement shall be binding upon and inure to the benefit of the SUPERINTENDENT, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the BOARD, its successors and assigns.

F. Both parties have had the opportunity to seek the advice of counsel. The BOARD and the SUPERINTENDENT have each relied upon the advice and representation of their respective counsel respecting the legal liabilities of the parties, if any.

IN WITNESS WHEREOF, the parties have executed this Agreement on the ____ day of _____, 2013.

DR. MICHAEL D. RIGGLE

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

By: _____
President

ATTEST:

Secretary

EXHIBIT A

SUPERINTENDENT PERFORMANCE PLAN

ANNUAL STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES³³

In accordance with the requirements of *The School Code*, the parties agree that the following performance goals for the Superintendent have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure the Superintendent's performance:

1. The Superintendent shall seek to promote academic improvement in the District by the following methods, but not limited to:
 - a. directing the Assistant Superintendents and Principals to involve the staff in developing district and school improvement plans;
 - b. implementing Board of Education goals;
 - c. implementing school goals;
 - d. directing the administrators and staff toward the improvement of instruction and student engagement in all academic areas.
2. The Superintendent shall seek to promote improvement in student performance in the District by the following methods, including but not limited to:
 - a. implementing improved methods to assess and evaluate student performance in accordance with district and school improvement plans;
 - b. directing the Assistant Superintendent and Principals to analyze student performance on standardized assessments; and
 - c. providing leadership to ensure that the schools have effective procedures regarding student conduct.

The Board and Superintendent will review and assess the Superintendent's overall performance based upon the above-listed student performance and academic improvement goals. The Board shall make a determination whether the Superintendent has met the above performance goals after an evaluation of the Superintendent and shall continue its determination in writing.

³³ These objectives are to be applied to the Superintendent's performance since the commencement of the Agreement and through its conclusion. The results of the continuing evaluation of the Superintendent indicate that he has met (2012) these goals and activities, and more specifically will hone these goals and activities as set forth herein as follows.

GOALS

1. Accomplish 2013-2014 Board of Education Goals.

Action Plan:

- Assign administrators to specific goals to serve as facilitators
- Meet regularly to monitor status
- Meet formally quarterly with administrators to monitor progress
- Prepare three written reports on goals status for Board of Education
- Seek input from Board of Education

2. Assist administrators in accomplishing their individual 2013-2014 goals.

Action Plan:

- Meet regularly to monitor status
- Meet formally quarterly to monitor progress
- Prepare three written reports on goals status for Board of Education

3. Attempt to increase the number of registrations in advance placement courses and honors courses offered by the Board of Education.

4. Investigate and provide reasons for the Board, with educational consequences for the same, to explain the phenomenon why students and parents seek a greater admission to advance placement courses but sometimes object to taking the test for the advance placement itself. What role will this play in District curricular development as well as the ranking of the School District?

5. Evaluate the equity of educational opportunities with grade distributions, participation and high status intellectual school curricular activities and the like with socio-economic status, including drop-out rates, suspension rates, expulsion rates, discipline rates and grade distributions.

6. Using a cohort analysis, compare the student's tests and ACT scores, student achievement tests and other tests of achievement bases, and the progress students at District 225 make on these tests, with established college entrance standards, including drop-out rates, suspension rates, expulsion rates, discipline rates and grade distributions.

7. Analyze the attendance and participation in high status cognitive ability extra-curricular activities of the School District with the achievement of the students so participating. Identify how participation can be increased in these activities that will eventually affect student's achievement.

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, MAY 19, 2014**

A special meeting of the Board of Education, School District No. 225 was held on Monday, May 19, 2014, at approximately 7:02 p.m. at Glenbrook North High School Library, pursuant to due notice of all members and the public.

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

Boron, Doughty, Hanley, Shein, Taub, Wilkas

Absent: Martin

Also present: Caliendo, Freund, Geallis, Pryma, Ptak, Riggle, Siena, Wegley, Williamson

APPROVAL OF AGENDA FOR THIS MEETING

Motion by Mr. Boron, seconded by Mr. Doughty to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

RECOGNITION OF COMMUNITY VISITORS

None.

MOTION TO APPROVE CONSENT AGENDA

Mr. Shein stated that consent agenda item #4.9 will be pulled by the request of Mr. Doughty who wishes to abstain on this item. Dr. Riggle stated that there was an additional teacher added to agenda item #4.1a and a correction to the open minutes regarding Mr. Doughty's committee assignments which should have read Finance Committee and not Finance and Facility Committee.

Motion by Mr. Boron, seconded by Mr. Doughty to approve the following items on the consent agenda excluding 4.9 and including the added item to 4.1a and the correction to the minutes.

1. Appointments

- a) Certified
the appointment of the following certificated staff as recommended by the assistant superintendent for human resources

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>	<u>Salary</u>
Benca, Julie	English	08.25.14	GBS	MA, Step 1, 1.0 FTE
Macfadden, Mike	Business Education	08.25.14	GBS	MA, Step 7, .8 FTE
McGuire, Jaclin	English	08.25.14	GBS	MA, Step 7, 1.0 FTE
Parenti, Dayna	English	08.25.14	GBS	MA, Step 1, 1.0 FTE
Ziemke, Kirk	Physical Education	08.25.14	GBN	MA + 45, Step 9, 1.0 FTE
Cooper, Justin (addition)	Mathematics	08.25.14	GBN	MA, Step 6, 1.0 FTE

- b) Support Staff
the appointment of the following educational support staff contained in the assistant superintendent for human resources memorandum

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
Czajka, Frank	Security Supervisor	08.11.14	GBN

2. Resignations

- a) Certified - none

- b) Support Staff
the resignation/termination of the following educational support staff

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
DeRosa Reynolds, Diane	WL IA	06.10.14	GBN
Hoisington, Molly	ENG/TLC IA	06.10.14	GBS

3. FOIA - None

4. Vendor Bills - none

5. Imprest - none

6. Payroll - none

7. Minutes

- a. May 12, 2014 Regular Board Meeting
- b. May 12, 2014 Closed Board Meeting

8. Gifts

Gift From	Amount of Item	School	Department	Account
New Trier Boys Water Polo	\$200.00	GBS	Goodspeed Scholarship	830848
Zwiercan family	\$200.00	GBS	Key Club	830600
Mr. Jack Adams	\$150.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. George Behnke	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Joe Bein	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Carol Bell	\$1,000.00	GBS	Yordy Memorial Fund	831350
Mr. Jake Bell	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Deborah Berlin	\$25.00	GBS	Yordy Memorial Fund	831350
Mr. Warren B. Bjork, Jr.	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Clark Breeze	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Nanette M. Browne	\$25.00	GBS	Yordy Memorial Fund	831350
Ms. Lindsey Camacho	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Deborah Caras Kunkel	\$25.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Frank Cardulla	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Mary Tax Choldin	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. John D. Court	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Robert Cowell	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Joan C. Crum	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Vivienne L. Danco	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Ken Doody	\$20.00	GBS	Yordy Memorial Fund	831350
Ms. Sarah C. Duban	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. George Fanuda, Village Jewelers	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Carol J. Farran	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. Kevin Friesen	\$100.00	GBS	Yordy Memorial Fund	831350

Gift From	Amount of Item	School	Department	Account
GBS Anonymous Donors	\$49.00	GBS	Yordy Memorial Fund	831350
GBS Parents' Association	\$200.00	GBS	Yordy Memorial Fund	831350
Ms. Kelly Konrad, Glenbrook South Instrumental League	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. K. Elaine Gerber	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Greg Ginger	\$300.00	GBS	Yordy Memorial Fund	831350
Dr. Dave Hales	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Dave Hill	\$25.00	GBS	Yordy Memorial Fund	831350
Mr. Chris Hilvert	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Mary Ilgen Hritz	\$25.00	GBS	Yordy Memorial Fund	831350
Ms. Natalie Jakucyn	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Brent Kaser	\$20.00	GBS	Yordy Memorial Fund	831350
Ms. Joanna Yejin Kim	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Terry Klocker	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. James Lacivita, Jr.	\$500.00	GBS	Yordy Memorial Fund	831350
Ms. Margot Lyon & Mr. David Bolton	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. Mark Maranto	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Barbara C. Marzillo	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. John W. McConnell	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Rob McKenzie	\$20.00	GBS	Yordy Memorial Fund	831350
Mr. Ken McPheeters	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Joanne M. Medak	\$200.00	GBS	Yordy Memorial Fund	831350
Mr. Buzz Mette	\$25.00	GBS	Yordy Memorial Fund	831350
Mr. John P. Meyer	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Kenneth E. Miller	\$40.00	GBS	Yordy Memorial Fund	831350
Mundelein HS District 120	\$300.00	GBS	Yordy Memorial Fund	831350
Ms. Meg Nord	\$50.00	GBS	Yordy Memorial Fund	831350
Rev. Roland G. Kuhl, North Suburban Mennonite Church	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Carl P. Pallasch	\$25.00	GBS	Yordy Memorial Fund	831350
Dr. Megan R. Heilmann, Park Ave. Dental Professionals	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Ellen T. Parker	\$50.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Paul Parker	\$20.00	GBS	Yordy Memorial Fund	831350
Mr. Joseph Perica	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Geraldine Peters	\$30.00	GBS	Yordy Memorial Fund	831350
Rev. & Mrs. Richard Piscatelli	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Lindsay Ronkoske	\$20.00	GBS	Yordy Memorial Fund	831350

Gift From	Amount of Item	School	Department	Account
Mr. & Mrs. Jeffrey Scheinkopf	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Brian Schmalzer	\$50.00	GBS	Yordy Memorial Fund	831350
Ms. Cheryl A. Schmidt	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Bill Sparer	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Mike Stancik	\$25.00	GBS	Yordy Memorial Fund	831350
Ms. Mary L. Steskal	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Rhonda Stibbe	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Margaret J. Sutter	\$25.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Craig L. Theimer	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Kathleen R. Thimm	\$25.00	GBS	Yordy Memorial Fund	831350
Ms. Kathleen Tranel	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Carol Van Dusen, Ms. Dotty Ford & Mr. Carl Schmelzer	\$50.00	GBS	Yordy Memorial Fund	831350
Dr. Jody L. Ware	\$20.00	GBS	Yordy Memorial Fund	831350
Ms. Pat Watermann	\$20.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Brian Wegley	\$200.00	GBS	Yordy Memorial Fund	831350
Ms. Linda W. Williams	\$30.00	GBS	Yordy Memorial Fund	831350
Ms. Allison Beth Wilmes	\$100.00	GBS	Yordy Memorial Fund	831350
Ms. Lois Wolfson	\$30.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. Jim Yordy	\$240.00	GBS	Yordy Memorial Fund	831350
Ms. Patricia L. Yordy	\$1,000.00	GBS	Yordy Memorial Fund	831350
Mr. Zachary J. Yordy	\$100.00	GBS	Yordy Memorial Fund	831350
Mr. Alan R. Yordy	\$500.00	GBS	Yordy Memorial Fund	831350
Mr. & Mrs. George Zerfass	\$100.00	GBS	Yordy Memorial Fund	831350

9. Award of GBN John Deere Commercial Front Mower Bid - pulled for a separate vote.

10. Approval of Chromebook Purchase for Class of 2018

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub Wilkas

nay: none

Motion carried 6-0.

MOTION TO APPROVE THE AWARD OF GBN JOHN DEERE COMMERCIAL FRONT MOWER BID

Motion by Mr. Boron, seconded by Mrs. Wilkas to approve consent agenda item 4.9.

Upon calling of the roll:

aye: Boron, Hanley, Shein, Taub Wilkas

abstain: Doughty

nay: none

Motion carried 5-0.

DISCUSSION/ACTION: STUDENT ENROLLMENT INITIATIVE FOLLOW-UP

Dr. Riggle asked the Board to review the position statement he drafted.

The Board stated that they appreciated Dr. Riggle's efforts.

The Board discussed:

- Their governing principle is to provide excellence in education independent of which school.
- Every student should have equitable opportunities.
- The highest priority should be our students.
- The importance of transparency.
- The importance of a deliberate/methodical process, gathering information (geomapping) and then openly discussing.
- The importance of honoring communities of interest.
- Their roles as stewards of the community's assets.
- If they are at the point that they can offer the community any absolutes?
- If they could state that all kids in a family will go to the same high school.
- Their concern with a position statement that offers guarantees at this point.
- A position statement that will include considerations to keep families together.
- How moving to the block schedule will affect facility usage.
- How enrollment numbers will affect a student's experience.

The Board agreed to the following definites:

1. No student will be moved in the 2014-2015 school year.
2. No student will be moved in the 2015-2016 school year.
3. If a student started the school year at a specific high school the student will be allowed to remain at that school.

Dr. Riggle stated that all of the data has not been collected yet. He stated that he is not confident that he will have the geocoding for the June 9th Board meeting.

In response to the Board's question, the administration stated that they are comfortable with the following guarantees to the community:

1. No students will be moved in the 2014-2015 school year.
2. No students will be moved in the 2015-2016 school year.
3. If a student started the school year at a specific high school the student will be allowed to remain at that school.

Dr. Riggle stated that the administration is not prepared to make promises three years out.

A board member stated that we have been using a two year enrollment cycle for the last 40 years and it has been reliable within 1-2%.

Dr. Riggle stated that we have not had to have an enrollment conversation in the near past because we have not been this close to hitting capacity. He stated that now we need to review what we should do if we hit "capacity."

The Board stated that all members are sensitive to the concerns of the community. The Board cannot make a decision yet because we have not gathered all the information. The Board asked the community to take comfort in knowing that the Board is taking such deliberate steps to follow the process.

Mr. Doughty will work Dr. Riggle to edit the position statement which will be posted for the community.

PUBLIC COMMENT REGARDING STUDENT ENROLLMENT INITIATIVE

Rosa Nevin stated:

- She doesn't want boundaries lines to change.
- Community is important.
- Property values can decline if a community is considered transient.

Jodi Dubofsky stated:

- She supports communities of interest.
- Equity of academics, activities and athletics doesn't scare her, because competition is good and life has disappointments.
- The community has created lasting bonds.
- It is important to consider the social and emotional impact a boundary change can cause.

David Fensler stated:

- He believes that communities of interest outweighs any inequity the students may face.
- He picked GBS and then looked for a house.
- The solutions presented by Dr. Wegley at the last Board meeting seemed to handle all of the issues presented.
- The Board should consider the side effects of a boundary change, the destruction and disappointment of a community.

Lindsey Fensler

- Thanked the Board for their support.
- Stated that student opportunities should not be the number one priority, she strongly believes it should be the community because that is where the students get their identity.
- Stated that the Board should give Dr. Wegley the chance to find ways to handle the enrollment issue.

Glenn Farkas stated:

- The district should ask for volunteers to go to GBN.
- People do not want to be forced to change schools.
- The district should offer incentives to go to GBN, such as; free school fees, and free transportation.
- A date should be set in the future so that if anyone moves into the community their student would go to GBN.
- The district should move administrative staff to the Pioneer Press building.
- Parents would feel disappointed if their children didn't get as many opportunities, but life is full of disappointments.
- He believes it is extremely important to get feedback from the Northbrook community.

Amy Solar stated:

- It would be a tragedy to move boundaries.
- Her concern about the academic grades of students who are forced to change schools/communities.
- Changing boundaries is not the solution, it will destroy communities.
- Give us a choice.

Jennifer Cramer stated:

- She is opposed to redistricting.
- She is concerned about the property values with redistricting.
- She is concerned about the financial repercussions on the community.

- The district should not make a permanent change for a temporary enrollment issue.

Pamela Pearl:

- Presented the Board secretary with a book of over 500 signatures and 10 personal statements from people who could not be at the meeting this evening opposing boundary changes.
- Stated that moving District 30 students does nothing for the enrollment issue, but destroys a community.
- Stated that choice doesn't cost that much and would honor the community's philosophy.
- Stated that there are different cultures between GBN and GBS.
- Asked the Board - "Do not take away our choice."

Patty Cavender stated:

- The enrollment issue is only temporary and does not need a permanent solution.
- She believes in choice.
- Boundary changes need to be taken off the table.

Pete Maslowski stated:

- The importance of communities of interest.
- Choice worked in District 128, Vernon Hills, why not for District 225.

John Gomez stated:

- He planned on providing stability for his daughter and redistricting would ruin that plan.
- GBS feels right, it felt like home.
- The argument of equity is a non-starter.
- The community is asking for choice, listen to your customer.

Dave Ruth stated:

- It is important not to split families; he does not want his children at rival schools.

Lynne Sorkin stated:

- The instructional policy has not been updated in a long time and should be now.
- The administration has stated concerns with current academic opportunities and that does not seem to be an issue with the enrollment, this should be addressed.
- Maybe summer science classes can help with facility concerns.

Allison Falk stated:

- She echoes the sentiments of other speakers.

Melissa Valentinas stated:

- The culture of the school and the community plays an important role on how a student fits in high school.
- It is impossible to consider all of the ripple effects of changing boundaries.

Sheryl Wickrema stated:

- The atmosphere at GBS is very nurturing.
- The importance of making sure that there are opportunities in the park districts if boundaries are changing.

Carol Klem stated:

- The Board can make plans with the numbers we know. We will never know everything.
- Give people the option of choice now because enrollment numbers are already a problem.
- She doesn't want boundary changes.
- GBS has both economic and racial diversity.

Deanna Jacobson stated:

- A concern about building on to GBS because of a bubble.
- The district should implement choice sooner rather than later.
- Her concern about busing students to GBN and how it would affect a student's schedule.

Katia Gomez stated:

- She does not want boundary changes.
- She is in favor of choice.
- She feels that activities are important because a student grows by how involved they are in the school.
- She believes healthy competition is good.
- The district needs to look at creative ways to allow for more opportunities, such as; two class presidents, each school having their own musical, etc.

Carlo Cavallaro stated:

- He is a former District 30 board member and they did not consider the passion of the community regarding boundary changes.
- Remapping is a short fix.
- Long-term strategic planning is necessary.

- Wounds are fresh from past re-mapping decisions.
- Glenview continues to develop so the consideration needs to be made now.
- He believes in choice, choice is a voluntary solution.
- The overriding consideration should be that the community will not support redistricting.

Eric Eriksson:

- Asked if it is possible to move boundaries based on the proximity to the schools.
- Stated he is comfortable with less opportunities because he believes there is a wealth of opportunities at GBS.

Frances Archer stated:

- In District 34 she was part of a facilities committee that met weekly in small groups and feels that our district could benefit from this approach.
- She believes community trumps all.

The Board:

- Thanked the community for coming out and sharing their feelings.
- Stated that no imminent decisions are going to be made in the next few years.
- Stated that all decisions will be done transparently and communicated to the community.

DISCUSSION/ACTION: APPROVAL OF IP SECURITY CAMERA SYSTEM UPGRADE

Dr. Ptak reviewed the RFP process and the proposed costs. Dr. Ptak explained that the district has received \$119,600 of grant money with the possibility of additional funds.

In response to a board member's question the Deans stated that the new security camera system gives them the coverage they are looking for and that the current system's poor quality is problematic.

In response to a board member's question the administration stated that they worked with two security-consulting firms to develop camera placement.

In response to a board member's question, Mr. Thimm stated that cameras cannot be on all of the fields because there are current connectivity deficiencies. He stated that there is a plan for the future.

ACTION TO APPROVE IP SECURITY CAMERA UPGRADE

Motion by Mr. Boron, seconded by Mrs. Wilkas to approve the IP security camera upgrade.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

DISCUSSION/ACTION: GBS DONATION

Dr. Riggle stated that the administration worked with ARCON to design a new entrance for Davis Stadium.

Dr. Wegley reviewed this generous gift from the Haramaras family, the Spiro Pappas family and the Bogdan Mikuta family. He explained how this donation came about.

The administration stated that this money will cover the entire project.

Dr. Riggle reviewed the project process. He stated that the next step is to get the project approved by the Village of Glenview.

Dr. Riggle stated that currently there is a chain link fence in this area that can be used in other places.

There was Board consensus for acceptance of this generous gift.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Boron, seconded by Mrs. Hanley to move into closed session at approximately 9:33 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; student disciplinary cases. (Section 2(c) (1), and (9) of the Open Meeting Act.)

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub, Wilkas

Nay: none

Motion carried 6-0.

The Board returned to open session at 9:47 p.m.

ACTION TO APPROVE ADMINISTRATIVE CONTRACTS

Motion by Mr. Boron, seconded by Mrs. Hanley to approve the administrative contracts.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

ACTION TO APPROVE AMENDMENT TO SUPERINTENDENT'S CONTRACT

Motion by Mr. Boron, seconded by Mrs. Wilkas to approve the amendment to the Superintendent's contract.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

ADJOURNMENT

Motion by Mr. Boron, seconded by Mr. Doughty to adjourn the meeting at approximately 9:50 p.m.

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

Motion carried 6-0.

* Boron, Doughty, Hanley, Shein, Taub, Wilkas

CERTIFIED TO BE CORRECT:

14
5/19/14

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

UPCOMING BOARD MEETINGS:

Monday, June 9, 2014	7:00 p.m.	Regular Board Meeting (GBN Library)
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PUBLIC NOTICE

The Board of Education, Northfield Township High School District #225 has scheduled a **Special** Board Meeting on: **Monday, May 19, 2014 at 7:00 p.m.** The agenda for the Special Board meeting is attached to this notice. The meeting will be held in the Glenbrook North High School Library, 2300 Shermer Road, Northbrook, IL 60062.

The meeting will be open to the public, with the exception of the closed sessions.

SKIP SHEIN
BOARD PRESIDENT

ROSANNE WILLIAMSON
BOARD SECRETARY

BOARD OF EDUCATION
GLENBROOK HIGH SCHOOLS

May 19, 2014

SPECIAL BOARD MEETING - 7:00 p.m.

Location: **Glenbrook North High School Library**

2300 Shermer Road, Northbrook, IL 60062

AGENDA

1. (7:00) Call to Order – Roll Call
2. (7:02) Approval of Agenda for this Meeting
3. (7:05) Recognition of Community Visitors for Comments Limited to Topics on This Agenda
4. (7:10) Approval of Consent Agenda Items:
 1. Appointments
 - a. Certified
 - b. Support Staff
 2. Resignations/Terminations
 - a. Certified
 - b. Support Staff
 3. FOIA
 4. Vendor Bills
 5. Imprest
 6. Payroll
 7. Minutes
 - a. May 12, 2014 Regular Board Meeting
 - b. May 12, 2014 Closed Board Meeting
 8. Gifts
 9. Award of GBN John Deere Commercial Front Mower Bid
 10. Approval of Chromebook Purchase for Class of 2018
5. (7:15) Discussion/Action: Student Enrollment Initiative Follow-Up
6. (8:00) Public Comment Regarding Student Enrollment Initiative
7. (8:30) Discussion/Action: Approval of IP Security Camera System Upgrade
8. (8:45) Discussion/Action: GBS Donation
9. (9:00) Closed Session: To consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired; the setting of a price for sale or lease of property owned by the public body; student disciplinary cases; the placement of individual students in special education programs and other matters relating to individual students; and litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting . (Section 2(c) (1), (2), (5), (6), (9), (10) and (11) of the Open Meeting Act.)

(NEXT)

10. (9:30) Action to Approve Administrative Contracts
11. (9:31) Action to Approve Amendment to Superintendent's Contract
12. (9:32) Possible Action Regarding Student Discipline
13. (9:33) Possible Action Regarding Items Discussed in Closed Session
14. Future Meeting Dates:

Monday, June 9, 2014 7:00 p.m. Regular Board Meeting (GBN Library)

15. (9:34) Adjournment

Note: The times noted before the agenda items are estimates.

The electronic board packet with public documents can be found at: <http://www.glenbrook225.org/board/boardpacket/Pages/home.aspx>