



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

FOIA Response:

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

Background:

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

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

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

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



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Thu, Nov 7, 2019 at 2:51 PM

To: Nancy Pollak <nancypollak@me.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Pollak,

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 11/5/19 we received your request for the following information:

Total number of students in the class of 2023

Number of class of 2023 students in both Glenbrook North and South who are enrolled in the following courses:

Algebra Team 163
Algebra Studies 163
Algebra 163
Geometry Team 263
Geometry Studies 263
Geometry 263
Algebra 2 Studies
Algebra 2 363
Precalculus 463
Advanced Precalculus 463
Calculus 663

Geometry Honors 273
Algebra 2 Honors 373
Precalculus Honors 573
AP Calculus AB 683
AP Calculus BC 683

SELC Physics Honors 173
PLTW SELC Intro to ENG Design 173

Biology Studies 163
Biology 163
Biology LA 163
Biology Honors 173

District Response: Please see attached.

Sincerely,

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

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

On Tue, Nov 5, 2019 at 12:22 PM 'Nancy Pollak' via FOIA <Foia@glenbrook225.org> wrote:
Can you please provide the following information:

Total number of students in the class of 2023

Number of class of 2023 students in both Glenbrook North and South who are enrolled in the following courses:

Algebra Team 163
Algebra Studies 163
Algebra 163
Geometry Team 263
Geometry Studies 263
Geometry 263
Algebra 2 Studies
Algebra 2 363
Precalculus 463
Advanced Precalculus 463
Calculus 663

Geometry Honors 273
Algebra 2 Honors 373
Precalculus Honors 573
AP Calculus AB 683
AP Calculus BC 683

SELC Physics Honors 173
PLTW SELC Intro to ENG Design 173

Biology Studies 163
Biology 163
Biology LA 163
Biology Honors 173

Thank you.

 **FOIA Response.pdf**
56K

Course Code	Student Enrollment
Algebra 163	335
Algebra 2 263	18
Algebra 2 363	24
Algebra 2 G 263	1
Algebra 2 Hnr 273	56
Algebra 2 Hnr 373	126
Algebra G 163	77
Algebra Gta 163	31
Algebra Studies 163	115
Algebra Team 163	24
Biology 161	4
Biology 163	377
Biology Hnr 173	283
Biology LA 163	6
Biology Studies 163	134
Calculus BC AP 183	1
Calculus BC AP 683	1
Geometry 163	118
Geometry 263	159
Geometry Hnr 173	50
Geometry Hnr 273	69
PLTW Intro Engr Ds Hnr 173	63
Precalc Hnr 173	4
Precalculus Hnr 573	2
SELC PLTW Int Eng Ds Hnr173	47
Total	2125

Please note courses you requested not listed have zero enrollment for the class of 2023.

Total number of students in the class of 2023 is 1280.



Elaine Geallis <egeallis@glenbrook225.org>

Re: Follow up

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Fri, Nov 8, 2019 at 1:35 PM

To: Nancy Pollak <nancypollak@me.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Pollak,

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 11/7/19 we received your request for the following information:

- What are all the possible science courses that the class of 2023 could enroll in and what is the number of students in each?

District Response:

SCHEM_DEPARTMENT Science	
Row Labels	Count of STUDENT_NUMBER
Bio 163: Cellular	179
Bio 163:ecological	68
Biology 163	377
Biology Gt 163	41
Biology Hnr 173	283
Biology LA 163	6
Biology Studies 163	134
Biology TLS	3
Esl Biology 163	3
Physical Sci LA163	3
Physics Hnr 173	79
SELC Physics Hnr 173	47
Grand Total	1223

Sincerely,

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

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

On Thu, Nov 7, 2019 at 3:06 PM 'Nancy Pollak' via FOIA <Foia@glenbrook225.org> wrote:

What are all the possible science courses that the class of 2023 could enroll in and what is the number of students in each?

Thank you.



Elaine Geallis <egeallis@glenbrook225.org>

Re: Public Records Request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Mon, Nov 18, 2019 at 2:12 PM

To: Jonah Meadows <jonah.meadows@patch.com>

Bcc: egeallis@glenbrook225.org

Dear Mr. Meadows:

The School District is extending its time to respond to your FOIA request by an additional five business days because:

- The request is couched in categorical terms and requires an extensive search for the records responsive to it;
- The requested records require examination and evaluation by personnel having the necessary competence and discretion to determine if they are exempt from disclosure under Section 7 of this Act or should be revealed only with appropriate deletions; and,
- The request for records cannot be complied with by the public body within the time limits prescribed by paragraph (c) of this Section without unduly burdening or interfering with the operations of the public body.

A response to your request will be sent on or before November 25.

Sincerely,

Rosanne Williamson Ed.D.

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

On Fri, Nov 8, 2019 at 10:14 AM Jonah Meadows <jonah.meadows@patch.com> wrote:

Dear district FOIA officer(s)

Pursuant to the FOIA and as a member of the media I request electronic copies of all written communication relating to any discipline or the departure of the following district employees:

John Skorupa;
Aaron Wojcik;
Zia Ahmed

Such records should include but area not limited to any letters of reprimand or remediation, settlement or resignation agreements, or any records of complaints in which discipline has been imposed.

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

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November 25, 2019

Via Email

Jonah Meadows
North Shore Editor, Patch
Jonah.meadows@patch.com

Re Public Records Request

Dear Mr. Meadows:

On November 8, 2019, you submitted to the School District a request for the disclosure of records pursuant to the Illinois Freedom of Information Act (“FOIA”). On November 18, 2019, the School District extended its response deadline. You have sought the following disclosure:

Request: ...all written communication relating to any discipline or the departure of the following district employees:

John Skorupa;
Aaron Wojcik;
Zia Ahmed

Such records should include but are not limited to any letters of reprimand or remediation, settlement or resignation agreements, or any records of complaints in which discipline has been imposed.

Response: See enclosed records, which are provided in response to the portion of your request that identifies with particularity documents pertaining to the identified individuals. To the extent your request seeks “all written communication relating to any discipline or the departure” of the three individuals, the request is categorical and overly broad. Responding to the request as submitted would be unduly burdensome for the School District. The request is unbounded in time and scope as it pertains to requested disciplinary documents. The request is particularly vague in that it requests records “relating to” the discipline or departure of the identified individuals without any clear delineation as to the meaning of that qualifier. Nevertheless, the School District has attempted to provide the records to you. We have disclosed records that are from the last 18 months and have disclosed all records that you have specifically identified, unless an exemption applies as noted below. You may submit a request that more narrowly identifies the records you seek should you believe there are additional records that have not been disclosed that you intended to be within the scope of your November 8th request. A more narrowly defined or limited request would lessen the burden on the School District.

Some records have been withheld or redacted as being exempt pursuant to the FOIA, including the following:

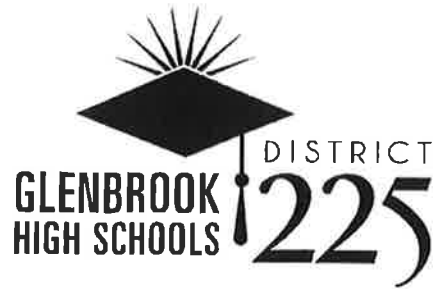
1. Minutes and recordings of closed-session meeting of the Board of Education. Disclosure of such records is exempt pursuant to Section 7(1)(a) of the FOIA and pursuant to the Open Meetings Act;
2. Communications protected by the attorney client-privilege are exempt pursuant to Section 7(1)(m) of the FOIA;
3. Confidential student record information is exempt pursuant to Sections 7(1)(a) and 7.5(r) of the FOIA and 105 ILCS 10/6(a) and 20 U.S.C. § 1232g;
4. Deliberative process materials and records that are “[p]reliminary drafts, notes, recommendations, memoranda and other records in which opinions are expressed, or policies or actions are formulated...” pursuant to Section 7(1)(f) of the FOIA; and
5. Private information, including unique identifiers, pursuant to Section 7(1)(b) of the FOIA.

If you believe that this response is an unlawful denial of your request, you may file a request for review with the Public Access Counselor (“PAC”) pursuant to §9.5 of *FOIA*. You can file your Request for Review with the PAC at the Office of the Attorney General, 500 South 2nd Street, Springfield, IL 62706 or by calling 1-877-299-FOIA. You also have the right to seek judicial review of your denial by filing a lawsuit in the Circuit Court pursuant to §11 of *FOIA*.

Sincerely,

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

Enclosures



To: Zia Ahmed
From: Brad Swanson, Assistant Superintendent for Human Resources
Date: September 24, 2019
Re: Suspension Without Pay
CC: Dr. Charles Johns, Superintendent
Dr. R.J. Gravel, Assistant Superintendent for Business Services
Personnel File

This correspondence is to inform you of the results of our investigation into allegations of misconduct on your part and to inform you of the recommended consequences for your actions at this time. Please be reminded that you were provided an opportunity to address these issues in a meeting held on September 18, 2019, attended by Dr. R.J. Gravel, Assistant Superintendent for Business Services, you and me.

Specifically, we have found that you engaged in the following gross misconduct in violation of Board of Education Policy 4060 Purchase of Equipment for Private Use.

BOARD POLICY: PURCHASE OF EQUIPMENT FOR PRIVATE USE

4060

It shall be the policy of the Board of Education of District #225 that the purchasing authority of the school and district offices shall only be used for the purchases of equipment, materials, and supplies necessary for the maintenance and operation of school programs and facilities. The schools' purchasing privilege or authority shall not be used for the purpose of purchasing any equipment, materials or supplies for the private use of any individual, employee or student.

Minimally, we have determined, and you have confessed to, that on hundreds of occasions over more than at least five years you used the District 225 Verizon account to purchase an iPhone for personal use or financial gain. You utilized the "early upgrade option" on hundreds of District 225 phone lines in order to make these purchases. You conducted these activities without any knowledge or approval by your supervisor. You maintained approximately 100 open "ghost lines" to also accomplish these actions. You had hundreds of these iPhones delivered both to the district office address and your personal address. You paid for these District 225 discounted iPhones with your personal credit card.

Consequences for your Misconduct

1. You are to have no discussion about this topic with any District employees other than Assistant Superintendent for Human Resources, Brad Swanson or Assistant Superintendent for Business Services, R.J. Gravel.
2. For your misconduct outlined in the above paragraph, the Board of Education voted on Monday, September 23, to place you on administrative leave without pay until the investigation is completed and the status of your position is determined.

If you have any questions about this matter, please be sure to contact me.

**RESOLUTION BY THE BOARD OF EDUCATION OF
GLENBROOK HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS
RECOGNIZING WITHDRAWAL OF REQUEST FOR HEARING AND
DETERMINATION OF FINALITY OF DISMISSAL OF JOHN SKORUPA**

WHEREAS, on September 23, 2019, the Board of Education of Glenbrook High School District 225, Cook County, Illinois (hereinafter "the Board"), received notice that Tenured Teacher John Skorupa ("Skorupa") had tendered a withdrawal of his request for a Tenured Teacher Dismissal Hearing to the Illinois State Board of Education ("ISBE"); and

WHEREAS, Skorupa notified the ISBE that he wished to withdraw with prejudice his request for a hearing before a neutral hearing officer, as provided under the School Code, and

WHEREAS, Skorupa's withdrawal removes any challenge to the Charges of Misconduct that served as grounds for dismissal of Skorupa as a Tenured Teacher, which Charges were passed by Board Resolution dated December 27, 2018, and subsequently supplemented with further charges passed by Board Resolution dated April 16, 2019; and

WHEREAS, Skorupa's termination from employment as a Tenured Teacher was effective and final upon Skorupa's withdrawal of the request for hearing on September 23, 2019; and

WHEREAS, all other remaining matters in dispute have been resolved through settlement between the Board and Skorupa.

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

SECTION 1: That the Board declares John Skorupa's termination from employment as a Tenured Teacher to be final as of September 23, 2019.

SECTION 2: That the Board declares and ratifies that all remaining matters in dispute have been resolved through settlement.

SECTION 3: That the Board gives notice that the settlement does not obligate the Board to deliver any monetary consideration to bring all matters in dispute to full and final resolution.

ADOPTED this 21st day of October 2019, by the following roll call vote:

Ayes: DOUGHTY, Slowacki, Hanley, Kim, Shein, Sztainberg, Taub
Nays: Ø
Absent: Ø

**BOARD OF EDUCATION OF GLENBROOK
HIGH SCHOOL DISTRICT NO. 225, COOK
COUNTY, ILLINOIS**

By: _____

Bruce Dan
President, Board of Education

ATTEST:

Erin Wells
Secretary

SETTLEMENT AGREEMENT, WAIVER OF CLAIMS AND GENERAL RELEASE

This Settlement Agreement, Waiver of Claims and General Release (the "Settlement Agreement") is executed and agreed to by Tenured Teacher John Skorupa ("Skorupa" or the "Teacher"), residing at [REDACTED] Des Plaines, Illinois 60016, on this 23rd day of September, 2019, individually, on his own behalf, and on behalf of his heirs, assigns, spouse, immediate family, agents and representatives; and is made and entered into on the date indicated below, by the Board of Education of Glenbrook High Schools, District 225, Cook County, Illinois (the "Board" or the "School District"), an Illinois Public School District, on behalf of itself, its agents, representatives, present, former and future Board Officers and Board Members, present, former and future administrators, and any of its or their successors or affiliates (hereinafter collectively referred to as the "School District Releasees"), for the purpose of (i) fully and finally resolving the finality of the claims raised by the Board in its Resolutions, dated December 27, 2018, and April 16, 2019, authorizing Charges of Misconduct to be issued against Skorupa as the cause for dismissal of employment based on violations of Board Policies and School District Procedures; (ii) fully and finally establishing the withdrawal of Skorupa's request for a hearing on the Charges of Misconduct before an impartial hearing officer, as provided under the Illinois School Code; (iii) fully and finally resolving Skorupa's financial obligations to the School District; and (iv) releasing and discharging from liability the School District Releasees for any and all claims that were raised or could have been raised by Skorupa, as set forth more fully herein.

RECITALS

1. WHEREAS, this Settlement Agreement is entered into for the purpose of resolving disputes related to the claims raised by the Board in its Charges of Misconduct against Skorupa for alleged violations of Board Policies and School District Procedures (collectively referenced as "Charges of Misconduct"); and
2. WHEREAS, Skorupa was employed by the Board as a Tenured Teacher, since his date of hire on June 23, 2003, most recently holding the position of Drivers' Education Teacher at Glenbrook South High School, which employment continued through December 27, 2018, when Skorupa was dismissed from his employment by resolution of the Board; and
3. WHEREAS, in addition to his classroom duties, Skorupa served as a Coach for the Fencing Club since 2011; and
4. WHEREAS, the gravamen of the School District's Charges of Misconduct against Skorupa, about which he was given initial notice on or about October of 2018, and given subsequent notice of supplemental charges on or about March of 2019, addressed violations of Board Policies and School District Procedures, as well as governing law. These Policies and Procedures mandate adherence to student residency requirements, the Board's mission, philosophy and core objectives, academic honesty, educational protocols, appropriate use of technology and network resources, and all governing laws. Skorupa's alleged conduct as set forth with particularity in the Charges of Misconduct including, but not limited to, (a) falsifying School District official residency records to gain free admission for his daughter's enrollment at Glenbrook South High School; and (b) falsely certifying course completion requirements for certain Drivers' Education students by his submission of misrepresentative data into official electronic databases maintained by the School District, the Illinois State Board of Education ("ISBE") and the Illinois Secretary of State ("SOS"), were in direct contravention of Skorupa's duties and responsibilities as a Board employee and as a Drivers' Education Teacher at the School District; and

5. WHEREAS, Skorupa denies any and all wrongdoing; and

6. WHEREAS, Skorupa, the Board and the School District Releasees recognize that the parties hold divergent views as to the Charges of Misconduct and Skorupa's defenses to the matters at issue, but have reached agreement to resolve and settle all disputes among them in order to avoid the expense, risk, uncertainty, inconvenience, vexation and delay of litigation; and

7. WHEREAS, Skorupa and the Board herein warrant and represent that it is their express intention to compromise and fully and finally resolve all charges and defenses raised, or that could have been raised, with regard to the above-referenced disputes, or which could have been raised in any other forum, and to permanently settle all matters in controversy between Skorupa and the Board without the burden and expense of further protracted litigation.

NOW, THEREFORE, in consideration of the foregoing recitals, which are incorporated into and made a part of this Settlement Agreement by reference, and the promises, compromises, covenants, obligations and provisions contained below, the adequacy and sufficiency of which are hereby acknowledged, it is hereby agreed as follows:

TERMS

1. Skorupa and the Board agree and understand that this Settlement Agreement is executed solely for the purposes of compromise and with the intention to resolve fully and finally all claims and issues between Skorupa and the Board with respect to the above-referenced disputes with the objective of avoiding the expense, risk, uncertainty, inconvenience, vexation and delay of litigation.

2. Skorupa and the Board agree and understand that this Settlement Agreement and the execution and delivery of this Settlement Agreement, and the exchange of the consideration specified herein, shall not be construed against the Board or the School District Releasees --

- (a) as an act or admission by the Board that its Charges of Misconduct were lacking in merit or that such Charges of Misconduct were wrongful or improper;
- (b) as an act or admission by the Board that any actions of the Board relating to Skorupa or failures to act, were discriminatory, wrongful, retaliatory, tortious, unlawful, or in violation of any Federal, State, or local laws, statutes, ordinances, regulations, or constitutions, or contributed in any way to any purported infliction of any damage, harm or injury whatsoever; or
- (c) as an act or omission constituting any admission of doubt, uncertainty, fault, responsibility or liability on the part of the Board or the School District Releasees, in that any and all doubt, uncertainty, fault, responsibility or liability on the part of the Board and the School District Releasees is expressly denied.

3. Skorupa represents and warrants that, except for his current request to the Illinois State Board of Education for a hearing on the Board's Charges of Misconduct, he does not have charges or claims pending and has not filed any charges or claims of any nature whatsoever that are being processed or are currently being initiated against the Board or the School District Releasees.

4. Skorupa represents and warrants that, in consideration of the promises and covenants contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged and, except as expressly provided herein, Skorupa does hereby irrevocably, fully, completely, unconditionally and absolutely remise, release, disclaim, waive and forever free the School District, its agents, representatives, present, former and future Board Officers and Board Members, present, former and future administrators, present, former and future employees and any of its successors and affiliates of and from any and all claims, controversies, agreements, promises, obligations, debts, dues, demands, liens, accounts, accountings, covenants, duties, suits, bonds, sums of money, benefits, damages (including, without limitation, special, compensatory, indirect, liquidated and punitive damages), fees, attorneys' fees, costs and expenses, and actions or causes of action of every kind or nature, at law or in equity, arising from, and/or related in any way to, Skorupa's employment at the School District which Skorupa may now have or claim to have or which may hereinafter accrue, which have been asserted or which could have been asserted against the Board the School District Releasees, from the beginning of time to and through the date this Settlement Agreement is fully executed.

5. Skorupa's release includes all claims which were or could have been raised under any and all State and Federal statutes, laws, regulations, executive orders, and commissions including, but not limited to, the Illinois Wage Payment and Collection Act, the Illinois Industrial Commission, the Fair Labor Standards Act, the Constitution of the United States (including all amendments thereto) and the Constitution of the State of Illinois, Title VII of the Civil Rights Act of 1964 (42 U.S.C. §2000e et. seq.), the Equal Employment Opportunity Act, the Civil Rights Acts of 1866, 1871, 1964 and 1991, 42 U.S.C. §1983 and §1988, the Illinois Human Rights Act (775 ILCS 5/1 et seq.), the Illinois Human Rights Commission, the Illinois Department of Human Rights, the Americans With Disabilities Act (42 U.S.C. §12101 et seq.), the Illinois School Code (105 ILCS 5/1-1 et seq.), the Illinois Department of Employment Security, the Family Medical Leave Act of 1993, the Age Discrimination in Employment Act (29 U.S.C. §621 et. seq.), the Consolidated Omnibus Budget Reconciliation Act, the Illinois Personnel Record Review Act (820 ILCS 40/1 et seq.), any School District policies, rules or regulations, and any other statute, law, order, regulation or enactment of any type, whether Federal, State or local; any and all claims for breach of contract, breach of collective bargaining agreement, retaliatory discharge, wrongful discharge, constructive discharge, and/or any other tort or common law cause of action arising from, and/or related to, Skorupa's employment at the School District or any matters related in any way to the claims or defenses arising out of the Charges of Misconduct; and any and all claims for attorneys' fees or costs arising from, and/or related to the claims released herein, which Skorupa now has or ever has had against the Board, its agents, representatives, present, former and future Board Officers and Board Members, present, former and future administrators, and any of its successors at the present time or at any time from the beginning of time to and through the date of execution of this Settlement Agreement, whether known or unknown.

6. In consideration of the mutual and several promises and undertakings set forth herein, including specifically the partial forgiveness of financial obligations that Skorupa owes to the School District as set forth in paragraphs 14, 15 and 16 of this Settlement Agreement, Skorupa agrees to voluntarily withdraw with prejudice his requests, dated January 9, 2019 and April 30, 2019, for the appointment of an impartial due process hearing officer to preside over a hearing on the merits of the Board's decision to terminate Skorupa's employment as a Tenured Teacher, as reflected in the Board's Resolutions passed on December 27, 2018 and April 16, 2019. To effectuate such withdrawal with prejudice, Skorupa will voluntarily execute and submit to the Illinois State Board of Education the

correspondence attached hereto as Exhibit A, contemporaneously with execution of this Settlement. The withdrawal shall be effective upon the date of Skorupa's execution of these Settlement documents. A fully executed copy of the withdrawal, with proof of service to the ISBE, shall be emailed to the School District's Attorney Paulette A. Petretti, ppetretti@edlawyer.com, upon submission to ISBE.

7. For the purpose of creating a full and complete record, the fully executed copy of this Settlement Agreement will have affixed to it a fully executed copy of Skorupa's voluntary withdrawal of request for impartial due process hearing (Exhibit A). Skorupa agrees and warrants that he will personally notify Hearing Officer Peter R. Meyers of his voluntary withdrawal of the request for a hearing and will convey to Hearing Officer Meyers his intention to now and forever waive his right to a hearing.

8. Skorupa agrees and warrants that, within twenty-one (21) days of the execution of this Settlement Agreement, he will reimburse the Board for the cost of cancellation of the hearing that was scheduled to be convened on the Charges of Misconduct, pursuant to statutory provisions, on September 23 and September 24, 2019, in the amount of Three Thousand Two Hundred Dollars and No Cents (\$3,200.00). Such cancellation reimbursement will be in the form of a certified or cashier's check made payable to Glenbrook HSD 225, on or before October 15, 2019. This payment will be made concurrently with the first installment of tuition reimbursement, as set forth in Paragraph 19 below.

9. Skorupa agrees not to seek employment or re-employment with the Board now or at any time in the future. Skorupa agrees that the Board shall not have any obligation to employ or re-employ Skorupa or to consider Skorupa for employment or re-employment now or at any time in the future. Skorupa agrees that he will not assert any type of claim whatsoever against current or future Board Officers or Board Members, administrators and/or employees based on future employment considerations concerning Skorupa. Skorupa agrees that this paragraph applies to employment or re-employment of any and all types including, but not limited to, full-time, part-time, teaching, temporary, voluntary or consulting duties.

10. In consideration of Skorupa's releases of liability and his compliance with additional contingencies as set forth herein, the Board will compromise and partially forgive portions of Skorupa's outstanding tuition reimbursement debt, which has been due and owing since May 23, 2019, and remains outstanding.

11. Skorupa acknowledges and agrees that he availed himself of the opportunity to contest the Board's non-residency determination concerning his daughter's eligibility to attend Glenbrook South High School. Skorupa acknowledges and agrees that, pursuant to the Illinois School Code, he was afforded a residency hearing before an impartial Hearing Officer, Dr. Robert A. Rammer, which included a three-day evidentiary hearing occurring on March 18, 19, and April 11, 2019. Skorupa acknowledges and agrees that the hearing resulted in a determination by Hearing Officer Rammer, issued on April 14, 2019, that Skorupa was not a resident of the School District and, accordingly, that Skorupa owed tuition reimbursement, pursuant to statute, at a rate of 110% for the years during which his daughter attended Glenbrook South High School without payment of any tuition.

12. Skorupa acknowledges and agrees that he further availed himself of the opportunity to submit a petition to the Regional Superintendent of Schools, Dr. Bruce R. Brown, to review the decision of Dr. Rammer. Skorupa acknowledges and agrees that on May 17, 2019, Dr. Brown affirmed the Board

of Education's determination of non-residency. Skorupa acknowledges and agrees that in affirming the Board of Education's determination of non-residency, Dr. Brown also determined that, as the student's parent, Skorupa is liable for payment of tuition for the 2016-17 and 2017-2018 school years, as well as the first semester of the 2018-2019 school year.

13. Skorupa acknowledges and agrees that the Regional Superintendent of Schools has issued a final determination as to the non-residency of Skorupa's daughter as of May 17, 2019, and that upon final determination of the Regional Superintendent, the outstanding tuition became due and owing, in accordance with the Illinois School Code, 105 ILCS 5/10-20.12b(c). Skorupa acknowledges and agrees that he has not appealed the decision of the Regional Superintendent to the Circuit Court of Cook County.

14. Skorupa acknowledges and agrees that on or about May 23, 2019, he received an invoice from the School District, Invoice Number 1201900005, for the non-resident tuition related to his daughter's enrollment at Glenbrook South High School in the amount of \$61,628.00. This amount represents \$25,232.00 for the 2016-2017 school year; \$24,633.00 for the 2017-2018 school year; and \$11,763.00 for the 2018-2019 school year (based on 85 days of attendance). Skorupa acknowledges and agrees that the invoice was not paid upon receipt. Skorupa acknowledges and agrees that on or about August 29, 2019, he received a Statement of Account concerning the outstanding tuition reimbursement payment in the amount of \$61,628.00, which remains due and owing. Skorupa acknowledges and agrees that he has not made any payment in whole or in part to satisfy payment of the costs of tuition reimbursement for his daughter's enrollment at Glenbrook South High School.

15. Skorupa acknowledges and agrees that he is legally bound to the School District for the payment of \$61,628.00 in outstanding tuition reimbursement costs.

16. Skorupa acknowledges and agrees to execute the confession of judgment, which is attached hereto as Exhibit B, which admits his obligation to pay the School District \$61,628.00 and waives any right to challenge the judgment. The filing of the confession of judgment will be withheld from submission unless Skorupa misses the satisfaction of any of the installment payments identified in Paragraph 19 below.

17. In consideration of Skorupa's promises set forth herein, the Board agrees to forgo the computation of interest and the assessment of attorneys' fees related to the outstanding tuition reimbursement and to refrain from filing the confession of judgment with the Circuit Court of Cook County unless Skorupa fails to comply with the provisions as set forth in this Settlement Agreement.

18. In further consideration of Skorupa's releases of liability and his compliance with additional contingencies as set forth herein, the Board will compromise and reduce the demand for tuition reimbursement to the average cost of one-year's non-resident tuition payment in the amount of \$22,394.00.

19. Skorupa and the School District agree, and Skorupa understands and acknowledges, that Skorupa's satisfaction of the compromised and reduced tuition reimbursement debt will be provided in two installments. The first installment, in the amount of Ten Thousand Dollars and No Cents (\$10,000.00), will be paid within twenty-one days of Skorupa's execution of this agreement, by October 15, 2019, concurrently with reimbursement for cancellation of hearing fees, as identified in Paragraph 8 above. The second installment, in the amount of Twelve Thousand, Three Hundred and Ninety Four Dollars and No Cents (\$12,394.00) will be paid by December 31, 2019. Each payment will be in the

form of a certified or cashier's check made payable to Glenbrook HSD 225. The payments identified in this Paragraph 19 will serve as full and final settlement and compromise of all the tuition reimbursement due and owing from Skorupa. If paid pursuant to the terms and provisions herein, the confession of judgment will be null and void.

20. Based on the facts and law set forth in the Charges of Misconduct, at this time the Board and the School District Releasees agree and warrant that, unless required by law or policy, they do not intend to initiate any further, additional or separate actions against Skorupa with the ISBE or with any other agency, commission, entity, court, forum or venue relating to the allegations set forth in the Charges of Misconduct addressed herein.

21. Skorupa represents and warrants that he was afforded twenty-one (21) days to consult with a representative of his choice prior to executing this Settlement Agreement and does hereby knowingly and voluntarily relinquish and waive all legal and equitable remedies provided under the *Age Discrimination in Employment Act*, 29 U.S.C. 621 *et seq.*, as amended. Further, Skorupa acknowledges that he is aware of and understands all rights and claims pursuant to the *Older Workers Benefit Protection Act of 1990* [29 U.S.C. Secs. 621, 623, 626, and 630, as amended by Pub. L. 101-433], including, without limitation, the following:

a. That by virtue of entering into this compromise, Skorupa does not waive rights or claims that may arise after the date of execution of this Settlement Agreement except those expressly stated herein; and,

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

c. That Skorupa shall be provided twenty-one (21) days following the receipt of this Settlement Agreement to consider entering into and signing this agreement; and,

d. That for a period of seven (7) days following Skorupa's execution of this Settlement Agreement, Skorupa shall have the right to revoke this Settlement Agreement.

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

23. Skorupa agrees that he has executed this Separation Agreement knowingly and voluntarily and that he has had the opportunity to consult a representative of his choice in the consideration of this Settlement Agreement.

24. Skorupa acknowledges that he has read this Settlement Agreement, understands this Separation Agreement, and intends to be legally bound by the promises herein.

25. Except as may be necessary to enforce the terms of this Settlement Agreement, this Settlement Agreement shall not be used as an exhibit in any proceeding or hearing, and shall not serve as precedent to support or prove any unrelated allegations or to interpret the obligations or terms and conditions of any other agreement or any other release between the School District and any party, except as required by law.

26. Skorupa represents and warrants that he has not assigned or permitted to be assigned, and will not assign or permit to be assigned, any rights he may have related to the matters addressed in this Settlement Agreement.

27. This Settlement Agreement shall be interpreted and enforced according to the statutes of the State of Illinois, and in accordance with the rules governing the Courts of the State of Illinois, including Federal courts, and in conformity with case law serving as authority for the adjudication of Illinois claims, regardless of the current or later residence or domicile of Skorupa.

28. If any provision of this Settlement Agreement or the application thereof is held invalid, the invalidity shall not affect other provisions or applications of this Settlement Agreement that can be given effect without the invalid provisions or applications; and to this end, the provisions of this Settlement Agreement are declared to be severable.

29. Skorupa warrants and represents that he has read this Separation Agreement, that he has had sufficient time to consider and to comprehend the terms contained herein and to consult with and be advised by a representative of his choice, that he has had the opportunity to contribute provisions and to make revisions to this Settlement Agreement, that he understands the terms and provisions contained herein, that he is mentally competent and under no physical or mental disability that precludes him from understanding the nature and implications of this Settlement Agreement, and that he has voluntarily signed hereafter. In the event any ambiguity is found to exist in any provision of this Settlement Agreement, such ambiguity is not to be construed against the drafter of the provision at issue. The parties further agree to cooperate in demonstrating to a court, should the issue arise, that the terms of this Settlement Agreement were negotiated in good faith.

30. Skorupa and the School District agree to execute any and all additional documents which may be necessary to effectuate the intent and purposes of this Settlement Agreement including, but not limited to, Exhibit A - Skorupa's Voluntary Withdrawal of Request for an Impartial Due Process Hearing with Prejudice, which means Skorupa will be forever barred from seeking another hearing and from claiming that his right to a hearing was denied; and Exhibit B - Skorupa's Confession of Judgment.

31. In consideration of the terms and conditions set forth in this Settlement Agreement, Skorupa represents and warrants that he waives any right to appeal or challenge the orders entered by any and all administrative bodies, courts, agencies or commissions related to this Settlement Agreement, and warrants that this waiver is knowing and voluntary.

32. Skorupa and the Board acknowledge that this Settlement Agreement constitutes the entire agreement concerning disputes between Skorupa and the School District and supersedes any prior, contemporaneous, oral, or written negotiations, agreements, and understandings between the parties.

33. The individuals signing below represent and warrant that they are empowered and authorized to sign on behalf of and bind the party on behalf of whom they have signed.

34. This Agreement may be executed in counterparts, and each party hereto may sign a discrete counterpart. The Agreement shall be effective when each party has signed a counterpart, and a set of counterparts bearing the signatures of each party shall constitute the Agreement as fully as if each of the parties had signed a single document. Facsimile or email transmission of this executed Settlement Agreement will be considered binding and acceptable service.

In Witness Whereof, John Skorupa and the Board of Education of Glenbrook High Schools, District 225, Cook County, Illinois, by its duly authorized representative and agent, have signed and executed this Settlement Agreement, Waiver of Claims and General Release on the dates indicated below.

JOHN SKORUPA



Date: 9-23-2019

BOARD OF EDUCATION OF GLENBROOK
HIGH SCHOOLS, DISTRICT 225, COOK
COUNTY, ILLINOIS



President

Date: 9/23/19

EXHIBIT A

Mr. John Skorupa
[REDACTED]
Des Plaines, IL 60016

September 23, 2019

Ms. Kim Grice
Teacher Dismissal Coordinator
Illinois State Board of Education
100 W. Randolph Street, Suite 14-300
Chicago, IL 60661

Re: Withdrawal of Request for Hearing
In the Matter of the Teacher Dismissal Hearing Between
Board of Education of Glenbrook High Schools, District 225 and
Tenured Teacher John Skorupa

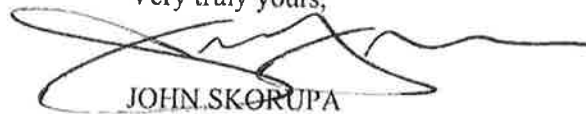
Dear Ms. Grice:

On January 9, 2019 and April 30, 2019, I sent requests to the Illinois State Board of Education ("ISBE") for the appointment of an impartial due process hearing officer and a hearing on the merits of the decision by the Board of Education of Glenbrook High School District 225 to terminate my employment on grounds of charges passed by Board resolution dated December 27, 2018, and subsequently supplemented with further charges passed by Board resolution dated April 16, 2019.

The ISBE duly appointed Hearing Officer Peter R. Meyers to preside over the dismissal and a hearing was scheduled for September 23, and September 24, 2019. On September 23, 2019, I entered into a settlement agreement with the School District and informed Hearing Officer Meyers that I would be withdrawing my request for a hearing. This communication officially notifies the ISBE that I wish to withdraw with prejudice my request for a hearing before a hearing officer, as provided under the Illinois School Code, 105 ILCS 5/24-12.

Please advise whether there is any additional information you will need to bring full and final closure to this matter. My attorney is Steven E. Glink who may be contacted at (847) 480-7749.

Very truly yours,


JOHN SKORUPA

cc: Dr. Charles Johns, Superintendent, Glenbrook High School District No. 225
Bruce Doughty, Esq., Board President, Glenbrook High School District No. 225
Steven E. Glink, Esq., Attorney for Tenured Teacher
Paulette A. Petretti, Esq., Attorney for School District
Peter R. Meyers, Esq., ISBE Hearing Officer

EXHIBIT B



Thursday, August 29, 2019

Via Certified U.S. Mail

Mr. and Mrs. Skorupa
[REDACTED]
Des Plaines, IL 60016

Re: Invoice Number 1201900005

Dear Mr. and Mrs. Skorupa,

Please be advised that invoice number 1201900005 in the amount of \$61,628.00 dated May 23, 2019 is still outstanding. I have attached a copy of the original invoice for your review within this letter. We are formally seeking payment in full for the invoice mentioned no later than Monday, September 16, 2019. Payment may be sent via US Mail to Glenbrook High School District 225, ATTN: Accounts Receivable, 3801 W. Lake Avenue, Glenview, IL, 60026

Should you desire to discuss payment arrangements, please contact me directly in writing via email at rgravel@glenbrook225.org no later than Monday, September 16, 2019. Failure to respond to this notice will result in further collection activities.

Most Sincerely,

A handwritten signature in black ink, appearing to read "R. Gravel, III".

Raoul J. Gravel, III, Ed.D.
Assistant Superintendent for Business Services / CSBO

Cc: Charles Johns, Ph.D.
Justino D. Petrarca, Esq.



3801 W. Lake Avenue
 Glenview, Illinois 60026
 (847) 486-4735

Statement of Account

Statement Date: August 29, 2019
 Available Balance: 0.00

John Skorupa
 [Redacted]
 Des Plaines, IL 60016

Invoice 1201900005

Invoice Number	Due Date	Description	Invoice Date	Invoice Total	Amount Paid	Amount Due
1201900005	06/23/2019	Non-resident tuition charges for [Redacted] Skorupa.	05/23/2019	61,628.00	0.00	61,628.00

Invoice Totals

Total Billed	Total Paid	Outstanding
61,628.00	0.00	61,628.00

Glenbrook HSD 225 - Business Services
3801 W Lake Ave STE 301
Glenview, IL 60026

Invoice Number: 1201900005

Invoice Date: 05/23/2019

Due Date: 06/23/2019

Invoice Amount: 61,628.00

Amount Paid: 0.00

Amount Due: 61,628.00

Skorupa, John

Des Plaines, IL 60016

Detail Description	Quantity	Unit Cost	Amount
Non-resident tuition rate at the designated 100% per capita rate for the 2016-17 school year.	1.00	25,232.00	25,232.00
Non-resident tuition rate at the designated 100% per capita rate for the 2017-18 school year.	1.00	24,633.00	24,633.00
Non-resident tuition rate at the designated 100% per capita rate for the 2018-19 school year (based on 85 days of attendance).	1.00	11,763.00	11,763.00

Payor:

Skorupa, John

Des Plaines, IL 60016

Invoice Number: 1201900005

Invoice Date: 05/23/2019

Due Date: 06/23/2019

Remit To:

Glenbrook HSD 225 - Business Services
3801 W Lake Ave STE 301
Glenview, IL 60026

Invoice Amount: 61,628.00

Remit Amount:

Please reference invoice number on payment

7111 3500 0117 7198
2112 2110 0000 005E 7112

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

For delivery information, visit our website at www.usps.com

RS	Postage	\$	
	Certified Fee		
	Return Receipt Fee (Endorsement Required)		
	Restricted Delivery Fee (Endorsement Required)		
	Total Postage & Fees		\$7.46

AXM
8-26-19 1:45 PM
Postmark Here
AUG 26 2019

MM John Skorupa
[REDACTED] Des Plaines, IL 60016

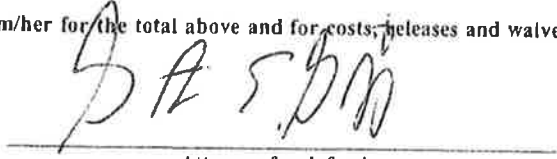
CONFESSION

Defendant, JOHN SKORUPA, by STEVEN E. GLINK his/her attorney, waives service of process and confesses that there is due from defendant to plaintiff:

Principal \$	<u>61,628.00</u>	Less rebate	<u>---</u>	Balance \$	<u>61,628.00</u>
				Interest \$	<u>---</u>
				Attorney's fee \$	<u>---</u>
				Total \$	<u>61,628.00</u>

Defendant agrees that judgment may be entered against him/her for the total above and for costs; releases and waives all rights as authorized in the warrant of attorney.


Defendant, John Skorupa


Attorney for defendant

JUDGMENT ORDER

It is ordered that Plaintiff GLENBROOK HIGH SCHOOLS DISTRICT 225
recover from defendant JOHN SKORUPA
\$ 61,628.00 and costs of suit. Execution may issue.

Plaintiff may withdraw the original documents upon filing certified copies with the clerk.

ENTER:

Judge Judge's No.

Atty. No.: 39554
Name: Darcee C. Williams
Atty. for: Glenbrook High Schools Dist 225
Address: Scariano, Himes & Petrarca, 180 N. Stetson, Suite 3100
City/State/Zip: Chicago, IL 60601
Telephone: (312) 565-3100 ext. 247

DOROTHY BROWN, CLERK OF THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS

**RESOLUTION BY THE BOARD OF EDUCATION OF
GLENBROOK HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS
AUTHORIZING ADDENDUM TO CHARGES OF MISCONDUCT AND BILL OF
PARTICULARS AGAINST TENURED TEACHER JOHN SKORUPA**

WHEREAS, on December 27, 2018, the Board of Education of Glenbrook High School District 225, Cook County, Illinois (hereinafter "the Board"), took action to dismiss tenured teacher John Skorupa ("Skorupa") based on reports and recommendations from its administration, which established that Skorupa engaged in misconduct and actions that the Board considered to be in violation of Board Policies and Procedures, State statute and common law. Skorupa's misconduct was set forth in Charges of Misconduct and Bill of Particulars Against Tenured Teacher John Skorupa ("Charges of Misconduct"); and,

WHEREAS, based on the Charges of Misconduct, the Board determined that John Skorupa had engaged in irremediable conduct and actions that constituted grounds for immediate dismissal pursuant to Sections 10-22.4 and 24-12 of The School Code of Illinois (105 ILCS 5/10-22.4 and 5/24-12); and,

WHEREAS, at the time Skorupa was notified of the Charges of Misconduct, Skorupa was also notified that the Board's investigation was ongoing and that the Board reserved the right to amend the Charges of Misconduct should additional information be discovered; and

WHEREAS, within the last two months and subsequent to Skorupa's termination, the administration has discovered after-acquired evidence that Skorupa had engaged in additional wrongdoing in violation of Board Policies and Procedures, State statute and common law which, if known at the time the wrongdoing occurred, would have served as the basis for immediate termination. Skorupa's conduct, as set forth in the Addendum to Charges of Misconduct and Bill of Particulars Against Tenured Teacher John Skorupa: Supplemental Charges Based on After-Acquired Evidence ("Supplemental Charges") (as reviewed in closed session), would have sufficed as grounds for discharge, even if any of the other misconduct as set forth in the Charges of Misconduct for which Skorupa was terminated in December of 2018 had not occurred; and

WHEREAS, the Board finds that the best interests of the School District and its students require that the pending Charges of Misconduct be supplemented to include the additional violations discovered through after-acquired evidence, as set forth in the Supplemental Charges.

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

SECTION 1: That the Board has considered and hereby adopts the after-acquired facts and conclusions set forth in this Resolution and in the Supplemental Charges (as discussed and reviewed in closed session). The Board has determined that the material facts set forth in the Supplemental Charges should be appended to the pending Charges of Misconduct to serve as additional grounds and cause for the dismissal of Skorupa as a tenured teacher in this School District. The Board specifically finds Skorupa's conduct as set forth in the Supplemental Charges to be irremediable, further demonstrating that Skorupa is unfit, unsuited and/or

unqualified to teach in the School District. The Board finds that it is in the best interests of the School District and its students to consider the Supplemental Charges as further evidence that Skorupa's dismissal is warranted.

SECTION 2: That the Supplemental Charges be appended to the pending Charges of Misconduct, which are scheduled for a hearing before a hearing officer, duly appointed by the Illinois State Board of Education, on May 9 and 10, 2019.

SECTION 3: That the President and Secretary of the Board are hereby authorized and directed to prepare and serve, or cause to be prepared and served on John Skorupa within five (5) days of its adoption, this Resolution and the written notice of the Addendum to Charges of Misconduct and Bill of Particulars Against Tenured Teacher John Skorupa: Supplemental Charges Based on After-Acquired Evidence.

SECTION 4: That the President and Secretary of the Board are authorized and directed to prepare and serve, or cause to be prepared and served, such additional notice and documentation as may be necessary.

SECTION 5: That this Resolution shall be in full force and effect upon its adoption.

ADOPTED this 16th day of April, 2019, by the following roll call vote:

Ayes: Mr. Doughty, Mr. Glowacki, Dr. Kim, Mr. Shein, Dr. Sztainberg, and Mr. Taub
Nays: None
Absent: Mrs. Hanley

**BOARD OF EDUCATION OF GLENBROOK
HIGH SCHOOL DISTRICT NO. 225, COOK
COUNTY, ILLINOIS**

By: 
President, Board of Education

ATTEST:


Secretary Pro Tem

Certified Mail
7016 1370 0001 4846 7188



**NOTICE BY THE BOARD OF EDUCATION OF
GLENBROOK SCHOOL DISTRICT NO. 225
OF CHARGES AND DISMISSAL OF JOHN SKORUPA**

VIA CERTIFIED MAIL RETURN RECEIPT REQUESTED AND U.S. MAIL

December 28, 2018

Mr. John Skorupa
[REDACTED]
Des Plaines, IL 60016

Dear Mr. Skorupa:

You are hereby notified that on December 27, 2018, the Board of Education of Glenbrook School District No. 225, Cook County, Illinois, adopted the enclosed Resolution Authorizing Notice of Charges and Dismissal of Tenured Teacher John Skorupa, with reference to the Charges of Misconduct and the Bill of Particulars, about which you were previously notified, as the grounds and cause for your dismissal as a tenured teacher in the School District. The Board's investigation continues and the Board reserves the right to amend the Charges should additional information be discovered.

In the opinion of the Board of Education, you have engaged in conduct and actions that are unlawful, irremediable, and unprofessional and render you unfit, unsuited and/or unqualified to teach in the School District, and which constitute sufficient cause for your immediate dismissal. The Board of Education has further determined that your dismissal is in the best interest of the School District and its students.

Under Section 24-12 of the School Code of Illinois (105 ILCS 5/24-12), you have seventeen (17) days within which to request in writing a hearing on the stated charges before a disinterested hearing officer. If you do not request a hearing, your dismissal will become final at the end of the seventeen (17)-day period. You have the right to request a hearing before a mutually selected hearing officer, with the cost of the hearing officer split equally between the teacher and the Board, or a hearing before a Board-selected hearing officer, with the cost of the hearing officer paid by the Board. Any request for a hearing shall be addressed to the Board of Education of Glenbrook School District No. 225, c/o Dr. Michael D. Riggle, Glenbrook School District No. 225, 3801 West Lake Avenue, Glenview, IL 60026.

Dated this 28th day of December, 2018.

BOARD OF EDUCATION OF GLENBROOK SCHOOL
DISTRICT NO. 225

By: 
President, Board of Education

ATTEST:

, Secretary Pro-tem
Secretary, Board of Education

**RESOLUTION BY THE BOARD OF EDUCATION OF
GLENBROOK HIGH SCHOOL DISTRICT 225, COOK COUNTY, ILLINOIS
AUTHORIZING NOTICE OF CHARGES AND DISMISSAL OF
TENURED TEACHER JOHN SKORUPA**

WHEREAS, the Board of Education of Glenbrook High School District 225, Cook County, Illinois (hereinafter "the Board"), has received reports and recommendations from its administration regarding the conduct of John Skorupa, a tenured teacher in the School District; and,

WHEREAS, the reports establish conduct and actions of John Skorupa that the Board considers to be irremediable; and,

WHEREAS, after considering said reports and recommendations, the Board finds that John Skorupa has engaged in irremediable conduct and actions that constitute grounds for immediate dismissal pursuant to Sections 10-22.4 and 24-12 of The School Code of Illinois (105 ILCS 5/10-22.4 and 5/24-12); and,

WHEREAS, the Board finds that the best interests of the School District and its students require the dismissal of John Skorupa as a School District employee.

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

SECTION 1: That the Board has considered and hereby adopts the facts and conclusions set forth in this Resolution, the Charges of Misconduct and Bill of Particulars Against Tenured Teacher John Skorupa (as discussed and reviewed in closed session), as the grounds and cause for the dismissal of John Skorupa as a tenured teacher in this School District. The Board specifically finds the conduct of John Skorupa to be irremediable, that he is unfit, unsuited and/or unqualified to teach in the School District, and that the best interests of the School District and its students require his dismissal.

SECTION 2: That John Skorupa be and is hereby dismissed as a teacher in this School District and as an employee of the Board in conformance with the aforesaid Charges.

SECTION 3: That the President and Secretary of the Board of Education are hereby authorized and directed to prepare and serve, or cause to be prepared and served on John Skorupa within five (5) days of its adoption, this Resolution and the written notice of Charges of Misconduct and Bill of Particulars Against Tenured Teacher John Skorupa.

SECTION 4: That the President and Secretary of the Board of Education are authorized and directed to prepare and serve, or cause to be prepared and served, such additional notice and documentation as may be necessary in order to effect the dismissal of John Skorupa as a teacher in this School District.

SECTION 5: That Scariano, Himes and Petrarca, Chtd. is hereby appointed agent and the

attorneys for this Board in connection with the dismissal of John Skorupa, and, if a hearing is requested by John Skorupa, is authorized to proceed with the selection of the hearing officer and the dismissal hearing as provided by law.

SECTION 6: If a hearing is requested by John Skorupa, the Board hereby determines that in its opinion the best interests of the School District require John Skorupa's suspension without pay pending the outcome of the hearing.

SECTION 7: That this Resolution shall be in full force and effect upon its adoption.

ADOPTED this 27th day of December, 2018, by the following roll call vote:

Ayes: Doughty, Glowacki, Sztainberg, Taub _____

Nays: _____

Absent: Hanley, Kim, Shein _____

**BOARD OF EDUCATION OF GLENBROOK
HIGH SCHOOL DISTRICT NO. 225, COOK
COUNTY, ILLINOIS**

By: 
President, Board of Education

ATTEST:

, Secretary Pro-tem
Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COOK COUNTY)

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting as Secretary to the Board of Education for Glenbrook High School District No. 225, Cook County, Illinois and that, as such official, I am the keeper of the records and files of the Board.

I do further certify that the foregoing is a full, true and complete copy of a Resolution adopted by the Board of Education at a meeting of said Board held on the 27th day of December, 2018.

I do further certify that the deliberations of the Board of the adoption of said Resolution were conducted in closed session, that the vote on the adoption of said Resolution was taken openly, that said meeting was held at a specified time and place convenient to the public, that notice of said meeting was duly given to all newspapers, radio or television stations and other news media requesting such notice, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in conduct of said meeting.

IN WITNESS WHEREOF, I have hereunto affixed my official signature this 28th day of December, 2018.

Michael D. Lizzio, Secretary Pro-tem

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

CHARGES OF MISCONDUCT AND BILL OF PARTICULARS AGAINST TENURED TEACHER JOHN SKORUPA

John Skorupa ("Skorupa" or the "Teacher"), a tenured Teacher employed by Glenbrook High School District No. 225, has engaged in conduct that is unbecoming, unprofessional and unsatisfactory in the respects listed below and has caused harm to the students, parents, administrators and Board of Education. These deficiencies consist of conduct that is unlawful, intentionally deceitful, grossly negligent, unprofessional, inappropriate, insubordinate and irremediable. Therefore, such conduct constitutes sufficient cause for discharge, pursuant to Sections 5/10-22.4 and 5/24-12 of the *Illinois School Code*. 105 ILCS 5/10-22.4; 105 ILCS 5/24-12.

The following are such causes that provide the bases for charges against Skorupa for violations of Board Policies and Procedures including, but not limited to, **School Board Policy and Procedures 8010: Student Eligibility for Admission; School Board Policy 1010: Mission Statement, Core Beliefs and Learning Outcomes; School Board Policy 7000: Statement of Philosophic Goals and Objectives; School Board Policy 8440: Academic Dishonesty; and violation of the Civil Law by engaging in Common Law Fraud.** Skorupa's conduct violates the public trust, and the standards of professional responsibility to which public school employees must be held accountable. Skorupa's conduct was not in the best interests of the School District and has thereby caused harm to students, parents and the School District. The School District reserves the right to amend the Charges and the Bill of Particulars to the extent additional information of misconduct or further detail comes to the attention of the School District Administration and/or Board of Education.

1. Skorupa was hired by the Board of Education of Glenbrook High School No. 225 on June 25, 2003 as a Driver Education Teacher at Glenbrook South High School.
2. In addition to his classroom duties, Skorupa has served as Coach for the Fencing Club since 2011, for which he receives an annual stipend.
3. Skorupa is the father of a minor student who is now a junior at Glenbrook South High School and has attended Glenbrook South High School since the Fall of the 2016-2017 academic year.
4. In order to attend Glenbrook South High School, on a tuition-free basis, a student is required to be a lawful resident, living within the boundaries of School District No. 225, as set forth under the Illinois School Code, 105 ILCS 5/10-20.12b, and in accordance with Board Policy 8010.
5. Parents of minor students must annually submit to the School District proof of residency and an attestation that they have legal custody of the student, who lives with them within the School District boundaries, as required under Board Policy 8010.

6. The *Illinois School Code* states: "A person who knowingly or willfully presents to any school district any false information regarding the residency of a pupil for the purpose of enabling that pupil to attend any school in that district without payment of nonresident tuition charge shall be guilty of a Class C misdemeanor." See 105 ILCS 5/10-20.12b.
7. On May 3, 2016, Skorupa submitted an Affirmation of Legal Residency for All Incoming Students on behalf of his minor daughter. In the Affirmation he acknowledged that he had read and understood, among other provisions, the following statement: "If a pupil is determined to be a nonresident of the district for whom tuition is required to be charged pursuant to this section, the school board shall refuse to permit the pupil to continue attending the schools of the district unless they comply with Board Policy 8010. A person who knowingly or willfully presents to any school district any false information regarding the residency of a pupil for the purpose of enabling that pupil to attend any school in that district without payment of a non-resident tuition charge shall be guilty of a Class C. misdemeanor. (105 ILCS 5/1-20.12b)."
8. In the Affirmation, Skorupa affirmed that he and his daughter would be legal residents of Glenbrook High School District 225 during the 2016/2017 academic year. Skorupa attested that he was renting a dwelling located at [REDACTED] Street in Glenview.
9. Skorupa never notified the School District of any change in his residency for the 2016/2017 School Year. Therefore, Skorupa's daughter attended Glenbrook South High School tuition-free.
10. On August 6, 2017, Skorupa submitted Enrollment information on behalf of his minor daughter. In the Enrollment information Skorupa agreed to the following statement: "I affirm that all the information provided is true and correct to the best of my knowledge."
11. In the Enrollment information, Skorupa affirmed that he and his daughter would be legal residents of Glenbrook High School District 225 during the 2017/2018 academic year. Skorupa attested that he was living in a dwelling located at [REDACTED] Street in Glenview.
12. Skorupa never notified the School District of any change in his residency for the 2017/2018 academic year. Therefore, Skorupa's daughter attended Glenbrook South High School tuition-free.
13. On June 15, 2018, Skorupa submitted Enrollment information on behalf of his minor daughter for purposes of affirming that he and his daughter would be legal residents of Glenbrook High School District No 225 during the 2018/2019 academic year. In the Enrollment information Skorupa represented that there was no change in his address from the previous year. With this enrollment information

Skorupa attested that he was a homeowner living at [REDACTED] Court in Glenview, Illinois, which deviated from his prior assertions that he had been a renter at the same address.

14. However, since there was no change in the address for the residency of Skorupa and his daughter for the 2018/2019 academic year, Skorupa's daughter attended Glenbrook South High School tuition-free.
15. On or about the beginning of the 2018/2019 academic year, information came to the attention of the School District's Administration that Skorupa and his daughter were not living within the boundaries of the School District. Based on this information, the School District initiated an investigation.
16. The School District initiated a surveillance of the address at which Skorupa was reportedly living, located at [REDACTED] Street, Des Plaines, Illinois. Surveillance revealed Skorupa and his daughter leaving this house each morning, boarding a passenger vehicle parked at this address and driving directly to Glenbrook South High School.
17. The School District reviewed Skorupa's address information included in the School District's Skyward portal. There, it was discovered that Skorupa had entered a change in his living address on April 18, 2016 to [REDACTED] Court, Glenview, Illinois that was different from his mailing address. The mailing address was designated as [REDACTED] Street, Des Plaines, Illinois.
18. Investigation into Real Property & Deed Transfers public records shows that Skorupa owned the home located at [REDACTED] Street, Des Plaines, Illinois since at least 2011 and consistently remained the owner through the present date.
19. Investigation into addresses at which Skorupa's vehicles were registered show that Skorupa owned an Audi with plates registered in Skorupa's name as of 2010 and expiring in 2018. The vehicle has been registered at [REDACTED] Road, Des Plaines, Illinois, since 2010.
20. Investigation further revealed that Property Tax Bills for the years 2013 to 2017 for the property located at [REDACTED] Road, Des Plaines, Illinois show that Skorupa paid the taxes and claimed the homeowner's exemption, which represents that he was residing at the premises for those years.
21. With regard to ownership of [REDACTED] Court, Glenview, Illinois, the address at which Skorupa claimed he was living, Real and Property Deed Transfers public records show ownership of this home in the name of Mary L. Vodicka, since at least 1980 and continuing to present.
22. Investigation into addresses at which vehicles owned by Vodicka were registered show that a 2010 Cadillac, with plates registered in Vodicka's name in 2010 and

expiring in 2018, has been registered at [REDACTED] Court, Glenview, Illinois since 2010.

23. Investigation further revealed that Property Tax Bills for the years 2013 to 2017 for the property located at [REDACTED] Court show that Vodicka paid the taxes and claimed two exemptions, including homeowner's and senior exemptions, which represent that Vodicka was residing at the premises for those years.
24. Upon collection of information showing that Skorupa had been living in Des Plaines for the academic years 2016/2017; 2017/2018; and 2018/2019, School District Administrators brought Skorupa in for questioning in October of 2018.
25. During interviews with the School District Administrators, Skorupa admitted that he and his wife and children had not been residents of Glenview during the period when his minor daughter attended Glenbrook South High School.
26. Additionally, on November 12, 2018, Skorupa's wife, Kimberly Skorupa, sent the Glenbrook School District 225 Board of Education a communication in which she admitted that she and Skorupa and the children had not been living at [REDACTED] Court in Glenview. Notwithstanding the admissions by both herself and her husband, Kimberly Skorupa implored the School District to make exceptions for Skorupa.
27. Since enrollment of his daughter at Glenbrook South High School for the 2016/2017 academic year, the student has attended tuition-free. Had her non-resident status been known to the School District, the School District would have been entitled to charge Skorupa \$22,939 for the 2016/2017 academic year; an estimated \$23,000 for the 2017/2018 academic year; and an estimated \$23,000 for the 2018/2019 academic year.
28. However, because Skorupa wrongfully withheld truthful residency information from the School District, no tuition was charged and Skorupa was unjustly enriched by \$57,438.00 for the past two and one-half academic years.
29. As set forth in the foregoing Bill of Particulars, Skorupa's conduct illustrates material violations of School Board Policies and Procedures and violations of both criminal and civil law.
30. Skorupa's fraudulent representations to the School District concerning residency in the School District for the purpose of enrolling his daughter in tuition-free classes at Glenbrook South is a Class C Misdemeanor, in violation of the Illinois School Code, 105 ILCS 5/10-20.12b, and in violation of Board Policy and Procedures 8010: Student Eligibility for Admission.
31. Skorupa's fraudulent representations to the School District concerning residency for the purpose of enrolling his daughter in tuition-free classes at Glenbrook

South also constitutes grounds for a claim of Common-Law Fraud. The elements of Common-Law Fraud are: (1) a false statement of material fact; (2) knowledge or belief by the maker that the statement was false; (3) an intent to induce reliance on the statement;(4) reasonable reliance upon the truth of the statement; and (5) damages resulting from that reliance. Here, Skorupa lied about his residency and knew that his representations were false. He lied in order to enroll his daughter for a tuition-free education at Glenbrook School District 225. The School District relied on Skorupa's representations resulting in the unjust deprivation of approximately \$57,438 in tuition for taxpayer funded public education.

32. Skorupa's conduct has shown a lack of ethical foundation and lack of integrity, which is in direct contravention of Board Policy 1010: Mission Statement, Core Beliefs and Learning Outcomes, which provides in pertinent part: "**Values:** Ethical values are essential to democratic citizenship in our school communities and our world. Our curricular and co-curricular programs should encourage civility, tolerance, compassion, honesty, self-discipline and perseverance."
33. Skorupa's conduct reveals a poor example for students and is in direct contravention of the requirement that teachers serve as role models, as set forth in Board Policy 7000: Statement of Philosophic Goals and Objectives, which provides in pertinent part: "We believe that sustaining quality education programs in our schools imposes specific responsibility for and the cooperation of all who are involved in the education process. The following objectives will guide the Glenbrook High Schools in achieving this goal: *** (2) To accept that teacher responsibility goes beyond subject matter competence and acceptable teaching techniques. It assumes an active, demonstrable interest in and concern for students in the school which transcend the classroom. Teachers serve as ever-present exemplars of commitment, dedication, interest, aspirations, and conduct."
34. Skorupa's deceptive conduct further sets forth a poor example for students in contravention of Board Policy 8440: Academic Dishonesty, which provides in pertinent part: "Staff Responsibility: The Board of Education believes that the staff has a professional obligation to encourage honesty, to instruct students in the distinction between honest and dishonest work, to create conditions which hinder attempts to cheat, to utilize instructional strategies which encourage honesty, and to penalize dishonest behavior."
35. Recently, the School District has received communications from community taxpayers who are aware that Skorupa is not a resident of the School District and is aware that his daughter is attending the School District based on falsified information. Since that information is now in the public, it would be difficult for Skorupa to be held up as an exemplar of honest and ethical conduct after which the students should model themselves.
36. Skorupa's conduct demonstrates the elements necessary to establish that he violated School District Policies and Procedures, which provide express

guidelines and requirements for student eligibility for admission. Skorupa's failure to follow these Policies, Procedures and guidelines demonstrate insubordination.

37. Skorupa violated the public trust in that he placed his personal interests over the interests of the School District. Skorupa has violated professional educational goals and objectives to which the School District expects all licensed employees to adhere.
38. Skorupa has demonstrated conduct unbecoming a public school employee.
39. The unrefuted evidence collected demonstrates that Skorupa, a tenured Teacher employed by Glenbrook School District 225 has engaged in conduct that is unbecoming of a public school district educator and is in violation of governing laws and School District Policies and Procedures. Skorupa's conduct demonstrates insubordination, intentional misrepresentation and deceit, gross negligence, unprofessional, unlawful and inappropriate behavior, and irreparable conduct and thereby constitutes sufficient cause for discharge, pursuant to Sections 10-22.4 and 24-12 of the *School Code*. 105 ILCS 5/10-22.4; 105 ILCS 5/24-12.

**ADDENDUM TO CHARGES OF MISCONDUCT AND BILL OF PARTICULARS
AGAINST TENURED TEACHER JOHN SKORUPA**

SUPPLEMENTAL CHARGES BASED ON AFTER-ACQUIRED EVIDENCE

John Skorupa (“Skorupa” or the “Teacher”) was dismissed from his employment as a tenured teacher by the Board of Education of Glenbrook High School District No. 225 on December 27, 2018 for engaging in conduct that is unbecoming, unprofessional and unsatisfactory in the respects set forth in the Charges and Bill of Particular with which he was served. The deficiencies consisted of conduct that is unlawful, intentionally deceitful, grossly negligent, unprofessional, inappropriate, insubordinate and irremediable. On December 27, 2018, the Board of Education passed a Resolution that Skorupa’s conduct constituted sufficient cause for discharge, pursuant to Sections 5/10-22.4 and 5/24-12 of the *Illinois School Code*. 105 ILCS 5/10-22.4; 105 ILCS 5/24-12.

At the time Skorupa was notified of the Resolution Authorizing Dismissal, Skorupa was also notified that the Board’s investigation was ongoing and that the Board reserved the right to amend the Charges should additional information be discovered. Skorupa was further notified that, pursuant to the Illinois School Code, he was afforded the right to request a hearing before a disinterested hearing officer. Skorupa availed himself of the opportunity to request a hearing and Hearing Officer Peter Meyers, duly authorized by the Illinois State Board of Education (“ISBE”), has scheduled a hearing to be convened on May 9th and 10th, 2019.

The bases for the Charges against Skorupa for violations of Board Policies and Procedures included, but were not limited to, **School Board Policy and Procedures 8010: Student Eligibility for Admission**; **School Board Policy 1010: Mission Statement, Core Beliefs and Learning Outcomes**; **School Board Policy 7000: Statement of Philosophic Goals and Objectives**; **School Board Policy 8440: Academic Dishonesty**; and violation of the Civil Law by engaging in **Common Law Fraud**. Skorupa’s conduct was determined to have violated the public trust, and the standards of professional responsibility to which public school employees must be held accountable.

Within the last two months, and subsequent to Skorupa’s termination, in the ordinary course of registration procedures, Administrators at Glenbrook South High School discovered additional wrongdoing by Skorupa that was unknown at the time of the Board’s termination Resolution. The School District has learned that Skorupa knowingly falsified information provided to the School District, the ISBE and to the Illinois Secretary of State regarding the completion of required Driver Education classroom instruction by certain Glenbrook South students. It has now been determined that Skorupa used his privileged access, as a certified Driver Education Instructor at the School District, to enter false information into the ISBE Web Application Security (“IWAS”) system regarding Glenbrook South students. For at least three boys, Skorupa certified that they had taken the School District’s required 30-hour classroom instruction course. This information was false. Based on the false information Skorupa provided, the boys were able to obtain State of Illinois Driver Licenses.

Using deceptive practices, Skorupa abused the authority of his School District employment to gain unjustified and unlawful benefits for at least three students, who were all members of the [REDACTED], over which Skorupa served as Coach. Skorupa's unauthorized conduct has caused harm to the students and their parents because they must now enroll and complete the 30-hour classroom course in order to graduate, and now risk revocation and suspension of driving privileges. Skorupa's deceptive conduct has harmed the School District because the false information was submitted under the purported authority of the School District, which must now take action to notify the Secretary of State of the fraudulent information submitted and take action to remedy the impact of Skorupa's wrongdoing. Skorupa's unlawful conduct occurred on or about January 19, 2017, January 17, 2018, and December 20, 2018, when false confirmation that Glenbrook South students had completed and passed the required 30-hour classroom Driver Education course was entered into the IWAS system through Skorupa's username and personal password.

If Skorupa's transgressions had been known at the time they occurred, his wrongful acts would have served as the basis for immediate termination charges. Skorupa's unlawful conduct compromised and circumvented School District policies and protocols, placed the students at risk of harm, demonstrated a lack of ethics, revealed deceptive practices used in the grading process and carved out a select group of students to unjustly receive favorable treatment. The evidence provided herein supports Supplemental Charges against Skorupa concerning unprofessional conduct and breach of duties and responsibilities. Moreover, Skorupa's conduct violates the Illinois Vehicle Code, which provides that the knowing affirmation of false information related to any matter required by the terms of the Vehicle Code may serve as grounds for a Class 3 felony conviction. 625 ILCS 5/6-302.

Based on the Administration's investigation, beginning in February of 2019, of the falsification of Driver Education information to the School District, the ISBE and the Secretary of State, the School District Administration has determined that Skorupa's misconduct on or about January 19, 2017, January 17, 2018, and December 20, 2018 was unwarranted and egregious, in that Skorupa compromised the safety of students and the public by allowing unprepared and unqualified students to gain licenses to drive. Skorupa's conduct exposed the School District to liability for damages to students as well as penalties that could be imposed by the Secretary of State for the submission of false application information. Skorupa's conduct is fundamentally contrary to the School District's objectives and mission statement.

On March 7, 2019, Superintendent Michael Riggle notified Skorupa of the Supplemental Charges based on after-acquired evidence and offered Skorupa the opportunity to meet for the purpose of providing his response to the Supplemental Charges. A meeting was convened with Mr. Skorupa and his attorney on March 14, 2019. At the meeting, Skorupa denied responsibility for the inaccurate and false confirmation of Driver Education information that had been transmitted to the Secretary of State through IWAS and suggested that other employees and/or students were responsible for the errors. In keeping with due diligence in investigation procedures, the School District engaged in follow-up investigative procedures to assess the defenses presented by Skorupa.

The School District's follow-up investigation resulted in the compilation of further evidence that supports the School District's Supplemental Charges of Skorupa's fraudulent reporting. The supplemental evidence includes, but is not limited to, a written statement from one of the students who was certified by Skorupa as having passed the Driver Education classroom instruction, without ever having to take the class. Moreover, documentary evidence shows that when the student contacted Skorupa at the time the student ran into a roadblock at the DMV because the School District certification for classroom instruction had not been entered, Skorupa responded in writing that Skorupa needed to submit the certification. In fact, within a matter of minutes, Skorupa sent a text message back to the student, confirming that Skorupa had submitted the certification. Based on Skorupa's certification, the student was able to obtain an Illinois Driver License without ever taking the required 30-hour classroom instruction. Documentary evidence reveals that at least two other students were allowed to forego the required 30-hour classroom instruction by means of being falsely certified.

If the School District had been aware of Skorupa's deceptive misconduct at the time it occurred on or about January 19, 2017, January 17, 2018, and December 20, 2018, such misconduct would have served as grounds for immediate discharge. Skorupa's conduct would have sufficed as grounds for discharge, even if any of the other misconduct for which Skorupa was terminated in December of 2018 had not occurred. The School District intends to rely on the after-acquired evidence set forth herein to confirm and supplement the School District's pending Charges of Skorupa's violations of the School District's Policies and Procedures and the common law. The foregoing material facts serve as added evidence, which support the current Charges for Skorupa's termination.

The supplemental Charges and Bill of Particulars include the following.

1. Skorupa was hired by the Board of Education of Glenbrook High School No. 225 on June 25, 2003 as a Driver Education Teacher at Glenbrook South High School.
2. In addition to his classroom duties, Skorupa has served as Coach for the Fencing Club since 2011, for which he receives an annual stipend.
3. With regard to his duties and responsibilities as a Driver Education Teacher, Skorupa was expected to undertake significant responsibilities related to driver licensure. The School District's certified Driver Education teachers were responsible for notifying the Secretary of State of students' completion of Driver Education requirements through the ISBE IWAS system. Skorupa would log into IWAS for the purpose of affirming that students' Driver Education requirements had been completed. Students must complete a 30-hour classroom instruction Driver Education course, as well as 6 hours of Behind-the-Wheel instruction. Students receive 0.25 earned credits for each portion of the instruction, for a total of .50 earned credit for Driver Education. Skorupa is one of two certified teachers at Glenbrook South High School who was authorized to log onto IWAS with a unique password.

4. After student Driver Education data is entered into IWAS, it exists in an electronic file transferred electronically each night to the Secretary of State portal known as Cyberdriveillinois.

5. Although Skorupa was authorized to enter certification for students completing Driver Education requirements at the School District, Skorupa was not authorized to certify students who had completed Driver Education through a private provider, which is an alternative option for students. For students selecting the alternative option, completion of a private course must be certified by the private provider, not by the School District's certified Driver Education teachers. Private providers certify requirement information directly through the Cyberdriveillinois portal.

6. During the Spring semester of 2018/2019 school year, during the ordinary course of registration, a Glenbrook South Counselor discovered notable inconsistencies in records relating to completion of required Driver Education courses. These discrepancies in the certification of Driver Education requirements were then shared with Glenbrook South Administrators. It appeared that some students had been able to obtain Illinois Driver Licenses, without having actually completed all the necessary requirements.

7. On February 7, 2019, during his registration meeting with a Glenbrook South Counselor, a junior male student, [REDACTED] was asked to show his Driver License, which would have served as validation that the classroom instruction had been completed with a private provider. He showed a license, but when the Counselor began the record review process, she found a series of discrepancies. When she checked to see if [REDACTED] instructional requirements had been met, she discovered they had not. Historical Grade information showed that [REDACTED] had taken Behind-the-Wheel with John Skorupa, but had no record of taking the 30-hour classroom instruction. [REDACTED] Graduation Progress reflected that he needed to take the Driver Education classroom instruction. When asked about this, [REDACTED] admitted he had not taken the classroom instruction.

8. Checking [REDACTED] Fee Transaction records, School District Administrators further determined that [REDACTED] had not paid the School District's required \$350 fees for Driver Education instruction.

9. However, notwithstanding the fact that [REDACTED] had not taken the classroom instruction, when School District Administrators checked the School Year 2017-2018 Driver Education List of Student Records in the Driver Education Reimbursement section of the IWAS system, it was discovered that Skorupa had entered that [REDACTED] had purportedly received a passing grade in the classroom instruction as of January 17, 2018. In fact, [REDACTED] had never even been enrolled in the 30-hour classroom instruction course at the School District.

10. School District Administrators then contacted the ISBE to determine whether ISBE had received any Driver Education confirmation information related to [REDACTED]. On or about February 14, 2019, the School District Administrators were notified by the ISBE that Skorupa had previously confirmed through IWAS that [REDACTED] had completed all

Driver Education requirements. Based on Skorupa's false confirmation, [REDACTED] was able to obtain an Illinois Driver License.

11. Skorupa had no authority to confirm [REDACTED] satisfaction of Drivers Education requirements because [REDACTED] did not complete the 30-hour classroom instruction at the School District.

12. [REDACTED] and his parents were contacted about his deficiencies in the 30-hour classroom instruction and they admitted that [REDACTED] had not taken the classroom instruction. As a result, [REDACTED] will need to enroll in the 30-hour classroom instruction in order to meet the State-imposed requirements for graduation and for licensure.

13. In the course of investigating the discrepancies in [REDACTED] Driver Education records, the School District discovered two additional students, whose Driver Education records had also been falsified.

14. On or about February of 2019, a Glenbrook South High School Counselor reviewed the Graduation Progress information for senior male student [REDACTED]. In reviewing [REDACTED] files, it was determined that [REDACTED] had completed the Behind-the-Wheel course with John Skorupa, but had not taken the 30-hour classroom instruction. Instead, [REDACTED] Graduation Progress reflected that he needed to take the classroom instruction.

15. Checking [REDACTED] Fee Transaction records, it was determined that he had not paid the School District's required \$350 fees for Drivers Education instruction.

16. School District Administrators then checked the School Year 2016-2017 Driver Education List of Student Records in the Driver Education Reimbursement section of the IWAS system and discovered that Skorupa had entered that [REDACTED] had purportedly received a passing grade in the classroom instruction as of January 19, 2017. In fact, [REDACTED] had never even been enrolled in the 30-hour classroom instruction course at the School District.

17. [REDACTED] and his parents were contacted about his deficiencies in the 30-hour classroom instruction and they admitted that [REDACTED] had not taken the classroom instruction. As a result [REDACTED] is currently enrolled in the 30-hour classroom instruction in order to meet the State-imposed requirements for graduation and for licensure.

18. School District administrators then contacted the ISBE to determine whether ISBE had received any Driver Education confirmation information related to [REDACTED]. On or about February 14, 2019, the School District Administrators were notified by the ISBE that Skorupa had previously confirmed through IWAS that [REDACTED] had completed all Drivers Education requirements. Based on Skorupa's false confirmation, [REDACTED] was able to obtain an Illinois Driver License.

19. Skorupa had no authority to confirm [REDACTED]'s satisfaction of Driver Education requirements because [REDACTED] did not complete the 30-hour classroom instruction at the School District.

20. On or about February of 2019, a Glenbrook South High School Counselor reviewed the Graduation Progress information for senior male student [REDACTED]. In reviewing his files, it was determined that [REDACTED] had completed the Behind-the-Wheel course with John Skorupa, but had not taken the 30-hour classroom instruction. Instead, [REDACTED] stored grades indicated that he had taken a private classroom course. He had delivered a copy of his Driver License to the School District as proof of having completed the 30 hours privately.

21. Checking [REDACTED]'s Fee Transaction records, it was determined that he had not paid the School District's required \$350 fees for Driver Education instruction.

22. In order to confirm that [REDACTED] had properly completed the Driver Education requirements for graduation, the School District Administrators contacted the ISBE to determine whether ISBE had received any Driver Education confirmation information related to [REDACTED]. The School District Administrators were notified by the ISBE that Skorupa had previously confirmed through IWAS that [REDACTED] had completed all Drivers Education requirements, as of December, 2018. Based on Skorupa's false confirmation, [REDACTED] was able to obtain an Illinois Driver License.

23. On February 8, 2019, the Glenbrook South Assistant Principal and a Glenbrook South Counselor held an interview with [REDACTED]. During the interview, [REDACTED] told the Assistant Principal and the Counselor that he had not taken Driver Education classroom instruction because he did not have room in his schedule for the course. Instead, Skorupa gave [REDACTED] a book and [REDACTED] studied for the test. [REDACTED] took the written test to get his permit and took the final with Skorupa. [REDACTED] did not take a course with a private provider.

24. [REDACTED] and his parents were notified about [REDACTED] deficiencies in the 30-hour classroom instruction. They admitted that [REDACTED] had not taken the classroom instruction. As a result, [REDACTED] is currently enrolled in the 30-hour classroom instruction in order to meet the State-imposed requirements for graduation and for licensure.

25. On April 10, 2019, School District Administrators had a follow-up conference with [REDACTED] to explore a discrepancy in the date ISBE reported receiving certification from Skorupa as to [REDACTED] completion of Driver Education requirements. The date of submission was listed as December 20, 2018. Normally certification is submitted at the end of the semester. December 20, 2018 was not the end of the semester.

26. During the follow-up conference, [REDACTED] explained that he went to the DMV on December 20, 2018 to get his license. At that time his application was rejected because certification of completion of Driver Education requirements had not been submitted by the School District. [REDACTED] texted Skorupa to tell him that he was missing the School District certification. Skorupa texted [REDACTED] back that Skorupa needed to submit the confirmation

for [REDACTED]. Within a matter of minutes, Skorupa notified [REDACTED], that Skorupa had submitted information certifying that [REDACTED] had completed all Driver Education requirements. [REDACTED] was able to obtain his Illinois Driver License the next day, based on the certification provided by Skorupa.

27. Skorupa had no authority to confirm [REDACTED]'s satisfaction of Driver Education requirements because [REDACTED] did not complete the 30-hour classroom instruction at the School District.

28. As a matter of record, [REDACTED] and [REDACTED] were all members of the Glenbrook South [REDACTED] under Skorupa's supervision.

29. As set forth in the foregoing Supplemental Charges and Bill of Particulars, Skorupa's conduct illustrates material violations of School Board Policies and Procedures and violations of both criminal and civil law.

30. Skorupa's fraudulent representations to the School District, the ISBE and the Secretary of State concerning completion of Driver Education records for the purpose of enabling students to circumvent the law is a Class C felony, in violation of the Illinois Vehicle Code, 625 ILCS 5/6-302, and in violation of Board Policy and Procedures.

31. Skorupa's fraudulent representations to the School District, the ISBE and the Secretary of State concerning completion of Driver Education records for the purpose of enabling students to circumvent the law constitutes grounds for a claim of Common-Law Fraud. The elements of Common-Law Fraud are: (1) a false statement of material fact; (2) knowledge or belief by the maker that the statement was false; (3) an intent to induce reliance on the statement; (4) reasonable reliance upon the truth of the statement; and (5) damages resulting from that reliance. Here, Skorupa lied about students' completion of State-imposed requirements to obtain an Illinois Driver's License and knew that his representations were false. Skorupa lied in order to enable students to obtain unlawful Driver Licenses. The School District, ISBE and the Secretary of State relied on Skorupa's representations resulting in students unlawfully obtaining Driver Licenses. The issuance of Driver Licenses to unqualified teenagers poses a threat to the teen, the public and to the School District, which finds itself in the difficult position of trying to remedy the impact of Skorupa's wrongdoing.

32. Skorupa's conduct has shown a lack of ethical foundation and lack of integrity, which is in direct contravention of Board Policy 1010: Mission Statement, Core Beliefs and Learning Outcomes, which provides in pertinent part: "**Values:** Ethical values are essential to democratic citizenship in our school communities and our world. Our curricular and co-curricular programs should encourage civility, tolerance, compassion, honesty, self-discipline and perseverance."

33. Skorupa's conduct establishes a poor example for students and is in direct contravention of the requirement that teachers serve as role models, as set forth in Board Policy 7000: Statement of Philosophic Goals and Objectives, which provides in pertinent

part: "We believe that sustaining quality education programs in our schools imposes specific responsibility for and the cooperation of all who are involved in the education process. The following objectives will guide the Glenbrook High Schools in achieving this goal: *** (2) To accept that teacher responsibility goes beyond subject matter competence and acceptable teaching techniques. It assumes an active, demonstrable interest in and concern for students in the school which transcend the classroom. Teachers serve as ever-present exemplars of commitment, dedication, interest, aspirations, and conduct."

34. Skorupa's deceptive conduct further sets forth a poor example for students in contravention of Board Policy 8440: Academic Dishonesty, which provides in pertinent part: "Staff Responsibility: The Board of Education believes that the staff has a professional obligation to encourage honesty, to instruct students in the distinction between honest and dishonest work, to create conditions which hinder attempts to cheat, to utilize instructional strategies which encourage honesty, and to penalize dishonest behavior."

35. Skorupa's conduct is in direct violation of Board Policy 7220: Purpose and Use of Technology and Network Resources, which identifies unacceptable uses of technology and network resources. The Policy prohibits engaging in activities including, but not limited to, the following violations. "Users may not: (1) Participate in, promote or facilitate any activity which is in violation of U.S. law, State or local law or Glenbrook Board Policy, or which will result in additional unplanned or unauthorized cost to the district as a consequence of network usage; (9) Engage in any activity that does not conform to the intended purposes of the network, including, but not limited to, illegal, commercial, political, religious, recreational or entertainment purposes; or (10) Use technology and/or network resources or data for the purposes of academic dishonesty." Here, Skorupa has violated the law and Glenbrook Board Policy by entering false information into the School District's and ISBE's databases concerning students' completion of Driver Education classroom instruction. Such activity does not conform to the intended purposes of the network. Skorupa's use of technology constitutes academic dishonesty in that Skorupa's activities falsely certified completion of graduation requirements, as well as falsely certified completion of classroom driver education instruction requirements that are necessary to obtain an Illinois Driver License.

36. Skorupa's conduct is in direct contravention of Board Policy 7300: Graduation Requirements that requires students to complete the classroom phase of driver education, which can be met either through enrollment in the School District's classroom instruction course or through a state-accredited private driver education school, as evidenced by a certification of completion from the driver education school. Here, although Skorupa provided certification to the School District, the ISBE and the Secretary of State that at least three students passed the classroom phase of Driver Education, this information was false because these students did not complete the School District's classroom instruction and did not provide certification of completion from a state-accredited private driver education school.

37. Skorupa's conduct demonstrates the elements necessary to establish that he violated School District Policies and Procedures, which require School District employees to follow all governing laws. Skorupa's failure to follow School District Policies, Procedures and guidelines demonstrate insubordination.

38. Skorupa violated the public trust in that he placed his personal interests, in enabling certain favored students to circumvent the law, over the interests of the School District, the ISBE and the Secretary of State. Skorupa has violated professional educational goals and objectives to which the School District expects all licensed employees to adhere.

39. Skorupa has demonstrated conduct unbecoming a public school employee.

40. The supplemental evidence collected, which cannot be disputed, demonstrates that Skorupa, a tenured Teacher employed by Glenbrook School District 225 has engaged in conduct that is unbecoming of a public school district educator and is in violation of governing laws and School District Policies and Procedures. Skorupa's conduct demonstrates insubordination, intentional misrepresentation and deceit, gross negligence, unprofessional, unlawful and inappropriate behavior, and irremediable conduct and thereby constitutes additional cause supporting discharge, pursuant to Sections 10-22.4 and 24-12 of the *School Code*. 105 ILCS 5/10-22.4; 105 ILCS 5/24-12.

**RESOLUTION OF THE BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP
HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS
AUTHORIZING A NOTICE OF REMEDIATION**

WHEREAS, this Board of Education has received reports from the administration regarding the conduct of AARON WOJCIK (“WOJCIK”), a tenured teacher of this School District; and,

WHEREAS, this Board finds and determines that such reports state causes, charges, defects, and reasons in the conduct of WOJCIK, which, if not removed and remedied, are causes, charges, defects, and reasons warranting discharge and dismissal of WOJCIK as a teacher in this School District; and,

WHEREAS, this Board finds and determines that the conduct of WOJCIK to date in this District has been inappropriate and unsatisfactory;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, Cook County, Illinois as follows:

SECTION 1. That the President and Secretary of this Board of Education are hereby authorized and directed to sign and serve, or cause to be served, on behalf of this Board of Education, on AARON WOJCIK a Notice to Remedy substantially in the form of Exhibit A, attached to the closed session minutes of this meeting and made a part thereof, which notice enumerates causes, charges, reasons, and defects that this Board determines, if not removed and remedied, may result in the discharge and dismissal of WOJCIK as a teacher in the School District.

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

Member Glowack moved adoption of the resolution, Member Sztainberg seconded the motion. Upon roll call vote, the members voted as follows:

AYES: DOUGHTY, Glowacki, Hanley, Shein, Sztainberg, Taub

NAYS: Ø

ABSENT: KIM

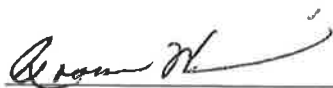
ADOPTED this 23 day of September, 2019

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



President, Board of Education

Attest:



Secretary, Board of Education

NOTICE TO REMEDY

September 23, 2019

Mr. Aaron Wojcik


Dear Mr. Wojcik:

You are hereby informed pursuant to Section 24-12 of The School Code of Illinois, 105 ILCS 5/24-12, that your conduct as a teacher in this School District is found deficient and unsatisfactory in the respects listed in Exhibit A, attached hereto and made a part hereof.

This Board of Education informs you that the Board has determined these deficiencies to be causes, charges, reasons, and defects that, if not removed, may result in charges against you and your dismissal as a teacher in this School District. You are hereby instructed to remove and remedy each and every reason, cause, charge and defect stated on such Exhibit, and to follow all directives contained therein.

Please feel free to request the assistance and aid of members of the supervisory staff, as you may wish to bring about a correction of the deficiencies. It is our hope that these deficiencies will be promptly remedied and never reoccur.

Very truly yours,

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

ATTEST:


Secretary, Board of Education

By: 
President, Board of Education

EXHIBIT A

I. DEFICIENCIES IN THE CONDUCT OF AARON WOJCIK:

- A. You have engaged in the following unprofessional and inappropriate conduct in your capacity as a teacher in this District:
1. You have engaged in misconduct with respect to a female student, including the following:
 - a. On or about August 14, 2019, a female student in [REDACTED] notified you of a complaint against Dave Tippett, who was working with the band as a paid consultant.
 - b. The student shared with you that Mr. Tippett had:
 - i. Kissed her hand
 - ii. Stood behind [REDACTED] her for an unnecessary length of time while the student [REDACTED] the band from [REDACTED]
 - iii. Unnecessarily took the student by the arm as she [REDACTED]
 - c. Upon learning of these allegations against Mr. Tippett, you dismissed the student's concerns and attempted to explain away Mr. Tippett's conduct, suggesting that he did not understand how times have changed.
 - d. You failed to confront Mr. Tippett about the student's allegations, and you failed to report the allegations to your supervisors so they could be investigated. Instead, you brushed aside the student's concerns, leaving her feeling unsupported.
 - e. Had the student not emailed her concerns to the Principal, the entire situation would have gone unaddressed.
 2. This year's failure to confront Mr. Tippett follows last year's failure to investigate a parent complaint on behalf of her student that Mr. Tippett was verbally abusive to her student.
- B. Your failure to demonstrate sound professional judgment as described in Section A, above, follows instances of poor judgment exhibited during previous school years.

1. April 2018: You failed to maintain an appropriate and professional relationship with a student teacher assigned to work with you. Among other things, you sent the student teacher out to buy your lunch. As a result of your unprofessional relationship, the student teacher felt unsupported and intimidated. Instead of sharing these relationship challenges with your supervisor, you decided to summarily dismiss the student teacher from her role. The GBS Administration only learned of this situation after your supervisor asked you why the student teacher left her position early. You failed to convey the entire story, and the administration weren't fully informed until the university called asking for an explanation for the student teacher's dismissal.
 2. April 2018: You made two very inappropriate "shooting" comments in the presence of students. One in reference to "shooting" students in connection to how students were playing a piece of music, and the other in reference to "shooting" students who were absent.
 3. November 2018: You made a very inappropriate comment in front of students that was supposedly made in jest about the use of pipe bomb.
 4. When confronted by the Administration about these statements, you were evasive and dishonest.
- C. In summary, your behavior demonstrates a troubling tendency to put your own interests and the interests of other adults ahead of the best interests of our students. This tendency appears to emerge when you or another adult has engaged in misconduct that could result in discipline. This reflexive behavior must stop immediately and you must consistently live up to the expectation that every decision you make must be motivated by the best interests of our students. If you cannot meet this expectation you may expect to be dismissed from employment in District 225.

II. REQUIRED CORRECTIVE ACTION WILL INCLUDE:

- A. You will immediately report any and all allegations of adult misconduct to your supervisors for appropriate investigation and follow up.
- B. You will fulfill your responsibilities as a mandated reporter by reporting any suspected child abuse or neglect to the Illinois Department of Children and Family Services (1-800-25ABUSE).
- C. You will be completely honest and forthcoming in all interactions with your supervisors.

- D. You will demonstrate through your actions that the safety of our students is your main priority and you will not seek to protect yourself or others who have engaged in misconduct with respect to our students.
- E. You will successfully complete mandated reporter training and any other training or professional development activities as directed by the Administration intended to remediate the behaviors described herein.
- F. You will abide by all Board of Education policies, administrative procedures and administrative directives for the remainder of your employment in Northfield Township High Schools District 225.
- G. You will not involve, through actions or words, staff (other than administrators or your union representatives), students, or parents in your personal employment issues. This includes, but is not limited to, discussing the causes of, or the fact that you received this Notice to Remedy.
- H. The requirements of this Notice to Remedy shall remain in effect until further written notice from the Board of Education. Your failure to comply with each and every requirement of this Notice to Remedy may result in discipline, up to and including termination of your employment.

STATE OF ILLINOIS)
)
COUNTY OF COOK) SS

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, and that as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing is a full, true and complete copy of a Resolution adopted by the Board of Education at a meeting of said Board held on Sept. 23, 2019.

I do further certify that the deliberations of the Board of the adoption of said Resolution were conducted in closed session, that the vote on the adoption of said Resolution was taken openly, that said meeting was held at a specified time and place convenient to the public, that notice of said meeting was duly given to all newspapers, radio or television stations and other news media requesting such notice, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in conduct of said meeting.

IN WITNESS WHEREOF, I have hereunto affixed my official signature this 23 day of Sept., 2019.

SECRETARY, BOARD OF EDUCATION





Elaine Geallis <egeallis@glenbrook225.org>

Re: ABC 7 News FOIA

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>
 To: "Pistone, Ann C. (WLS-TV)" <Ann.C.Pistone@abc.com>
 Cc: "DeIoian, Olivia X. (WLS-TV)" <Olivia.X.DeIoian@abc.com>
 Bcc: egeallis@glenbrook225.org

Wed, Nov 6, 2019 at 1:07 PM

Dear Ms. Pistone,

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 10/30/19 we received your request for the following information:

About students vaping in your district for the past few years (no personal information such as names is being requested). Specifically:

- The number of vaping related confiscations, by year since 2017 to date

District Response:

	District 225
The number of vaping related confiscations, by year:	
2017	110
2018	116
2019	50

- The number of students who were disciplined or censured in any way for a vaping related incident, by year since 2017 to date

District Response:

	District 225
The number of students who were disciplined or censured in any way for a vaping related incident, by year:	
2017	110
2018	116
2019	50

- Please break down the different disciplinary and censoring categories (i.e. suspensions, counselling, expulsions, etc.) and the numbers of students who fell into each, by year since 2017 to date

District Response:

--	--

	District 225
Please break down the different disciplinary and censuring categories (i.e. suspensions, counselling, expulsions, etc.) and the numbers of students who fell into each, by year:	
2017	Restricted Study Hall: 3 Saturday Detention: 67 In School Suspension: 4 Warning: 2 Suspended: 32
2018	Suspended: 49 Saturday Detention: 61 Warning: 2 Other: 1 Restricted Study Hall: 2 In School Suspension: 1 Miss Portion of Sport Season: 1 Ticket: 1 from GBS SRO **Note** 2 of the students were given multiple consequences
2019	Suspended: 29 Saturday Detention: 19 Restricted Study Hall: 2 Miss Portion of Sport Season: 1 In School Suspension: 1 **Note** 2 of the students were given multiple consequences

- The number of students arrested on campus for vaping related incidents, by year since 2017 to date.

District Response:

	District 225
The number of students arrested on campus for vaping related	

incidents, by year:	
2017	0
2018	0
2019	0

- List the different programs implanted by your district (i.e. distributing educational information to students, parent night education, vape detection devices, zero-tolerance program, etc.)

District Response:

District:

Presentations:

3/9/18 Parent Education Event on Vaping. The panel of Presenters - Ruben Medina, Police; Bhaven Shah, Pulmonologist; Erin Tegge-Peer Services; SchoolAdministrators (Lara/Eric). Held it at Glenview Library.

4/9/18 Parent Education Event on Vaping. Presenter - Dr. Jonathan Klein, U of I. Held at Northbrook Public Library.

4/18/18 Parent Education Event on Vaping. Presenter - Erin Tegge, Peer Services. Presenter - Dr. Jonathan Klein, U of I. Held at Glenbrook North High School

10/23/18 Parent Education Event on Vaping. Presenter, Erin Tegge, Peer Services. Held at Greenbriar School in District 28.

1/10/19 Glenbrook Off-Campus Student Vaping Education. Presenter, Erin Tegge, Peer Services, and Penni Raphaelson, GNCY

2/12/19 Taco Tuesdays with Your Teens - held parent and student combined event on Juul and Vapes that provided education and opportunities for communication between parents and students. Utilized World Cafe Model. At GBN

10/28/19 Parent Education Event on Vaping. Presenter, Erin Tegge, Peer Services, and GBS and GBN staff. Held at GBN.

11/12/19 Taco Tuesdays with Your Teens - held parent and student combined event on Juul and Vapes that provided education and opportunities for communication between parents and students at GBS

GBS

November 2018, March 2019, October 2019 - Staff Education on Drugs/Vaping at GBS

November 2019 - Presentation for students on the dangers of vaping.

Every semester - Presentation to sophomore students in health classes

Toilet Talks - flyers hung in every bathroom at GBS - dangers of vaping

Use of VapeEducate at GBS for students with Drug Policy Violations (online curriculum)

GBN:

Every semester - Presentation to sophomore students in health classes

4/3/14 A Guide to Substance Use Prevention: From Alcohol to Zoloft Glenbrook North High School

12/15/17 Coffee Talk: Substance Use (parent presentation)

US Department of Health and Human Services posters on vaping placed in student bathrooms
2018 and 2019

10/16/15; 11/4/2016; 11/4/17; 12/3/18; 10/8/19 New Teacher Orientation presentation on Vaping

2/6/17: Vape presentation to all faculty members

Sincerely,

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

On Wed, Oct 30, 2019 at 1:05 PM Pistone, Ann C. (WLS-TV) <Ann.C.Pistone@abc.com> wrote:

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

FOIA Officer:

Pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq., we are requesting information about students vaping in your district for the past few years (no personal information such as names is being requested). Specifically:

- The number of vaping related confiscations, by year since 2017 to date.
- The number of students who were disciplined or censured in any way for a vaping related incident, by year since 2017 to date.
- Please break down the different disciplinary and censoring categories (i.e. suspensions, counselling, expulsions, etc.) and the numbers of student who fell into each, by year since 2017 to date.
- The number of students arrested on campus for vaping related incidents, by year since 2017 to date.
- List the different programs implanted by your district (i.e. distributing educational information to student, parent night education, vape detection devices, zero tolerance program, etc.)

If you have an questions about this request, please contact us.

Kind Regards,

Ann Pistone ann.c.pistone@abc.com 312/750-7460

Olivia Deloian Olivia.X.Deloian@abc.com 312/750-7322

Ann Pistone - ABC7 News -

190 N. State St., Chicago, IL 60601 (312) 750-7460

abc7chicago.com



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Wed, Nov 20, 2019 at 11:09 AM

To: Lynnette Sculuca <lsculuca@ift-aft.org>

Bcc: egeallis@glenbrook225.org

Dear Ms. Sculuca,

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 11/13/19 we received your request for the following information:

1. The number of Certified School Nurses (PEL) employed by the District.
2. The number of non-certified school nurses (RNs) employed by the District.
3. The FTE status of each of the PEL and RN nurses employed.
4. The number of total buildings being served by the nurses in the District.
5. The number of buildings each PEL and RN nurse serves.
6. The number of students served by each PEL and RN nurse.
7. The pay schedules that exist for PEL and RN nurses.

District Response:

	Question	Answer
1	The number of Certified School Nurses (PEL) employed by the District	2
2	The number of non-certified school nurses (RNs) employed by the District	5
3	The FTE Status of each of the PEL and RN nurses employed	PELs - 2 staff members at 1.0 FTE each RNs - 3 staff members at .9375 FTE each RNs - 1 staff member at .875 FTE RNs - 1 staff member at .75 FTE
4	The number of total buildings being served by the nurses in the District	3
5	The number of buildings each PEL and RN Nurse Serves	Glenbrook North High School: 1 PEL, 2 RN Glenbrook South High School and Off Campus: 1 PEL, 3 RN
6	The number of students served by each PEL and RN Nurse	Glenbrook North High School: 2078 Glenbrook South High School: 3190 Glenbrook Off Campus: 46
7	The Pay Schedules that exist for PEL and RN Nurses	See attached.

Sincerely,

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

On Wed, Nov 13, 2019 at 11:39 AM Lynnette Sculuca <lsculuca@ift-aft.org> wrote:

To whom this may concern,

I am conducting some research for a group with whom I work. They would like information regarding the staffing of nurses in your District. In particular, they would like information about:

1. The number of Certified School Nurses (PEL) employed by the District.
2. The number of non-certified school nurses (RNs) employed by the District.
3. The FTE status of each of the PEL and RN nurses employed.
4. The number of total buildings being served by the nurses in the District.
5. The number of buildings each PEL and RN nurse serves.
6. The number of students served by each PEL and RN nurse.
7. The pay schedules that exist for PEL and RN nurses.

I thank you in advance for your help with this information,

Lynnette Sculuca | Field Service Director

Illinois Federation of Teachers

2010 E. Algonquin Rd. #214

Schaumburg, IL 60173

T: 847/303-1211

F: 847/303-1282

Illinois Federation of Teachers

110 Johnson St. #208

Woodstock, IL 60098

T: 815/334-1642


E: lsculuca@ift-aft.org


www.ift-aft.org www.facebook.com/iftaft



**Proud Member of the
Illinois Organizers' Union,
Local 34071, TNG/CWA, AFL-CIO.**

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 **Pay Schedule RN Nurse.pdf**
78K

 **Pay Schedule PEL.pdf**
158K

2019-20 183-Day Teacher Salary Schedule

Negotiated Base Schedule Increase 2.10%

STEP	BA-0	BA-15	MA-0	MA-15	MA-30	MA-45	MA-60
A	60,363	63,422	70,065	71,524	73,145	75,128	77,734
B	61,570	64,691	71,466	72,954	74,608	76,630	79,288
C	62,801	65,984	72,895	74,414	76,100	78,163	80,875
D	64,057	67,304	74,353	75,902	77,622	79,726	82,491
E	65,338	68,650	75,840	77,420	79,174	81,321	84,142
F	66,645	70,023	77,356	78,968	80,758	82,947	85,824
G	67,978	71,424	78,904	80,547	82,373	84,606	87,541
H	69,338	72,852	80,482	82,159	84,021	86,298	89,291
I	70,724	74,309	82,092	83,802	85,701	88,024	91,077
J	72,139	75,795	83,734	85,478	87,415	89,784	92,899
K	73,582	77,312	85,408	87,188	89,163	91,581	94,757
L	75,054	78,858	87,117	88,931	90,947	93,412	96,652
M	76,555	80,435	88,859	90,710	92,766	95,280	98,586
N	-	82,043	90,636	92,524	94,620	97,186	100,557
O	-	83,684	92,449	94,374	96,513	99,130	102,568
P	-	85,358	94,298	96,262	98,444	101,112	104,619
Q	-	-	96,184	98,188	100,412	103,134	106,712
R	-	-	98,107	100,150	102,421	105,197	108,846
S	-	-	100,069	102,154	104,469	107,301	111,023
T	-	-	102,071	104,197	106,558	109,447	113,243
U	-	-	104,112	106,281	108,689	111,636	115,509
V	-	-	106,195	108,407	110,864	113,869	117,819
W	-	-	108,318	110,575	113,081	116,146	120,175
X	-	-	110,485	112,786	115,342	118,469	122,579
Y	-	-	112,694	115,042	117,649	120,838	125,030
Z1	-	-	114,948	117,342	120,002	123,255	127,530
Z2	-	-	117,248	119,690	122,402	125,720	130,081
Z3	-	-	119,592	122,083	124,850	128,235	132,683
Z4	-	-	121,984	124,525	127,347	130,799	135,336
Z5	-	-	124,424	127,015	129,894	133,415	138,043
Z6	-	-	126,912	129,556	132,492	136,083	140,804
Z7	-	-	129,450	132,147	135,142	138,805	143,620

Exempt Professionals - Specialist Annualized Salary Schedules

Exempt Professionals - Specialist - Category V

2018-19 School Year

Positions:

Non-Cert School Nurse
 Glenbrook Aquatics - Program Director
 Fiscal Services Manager

Days: 260 239

Hours: 8 8

STEP	Category V			
1	29.61		\$61,588.80	\$56,614.32
2	30.20		\$62,816.00	\$57,742.40
3	30.81		\$64,084.80	\$58,908.72
4	31.42		\$65,353.60	\$60,075.04
5	32.05		\$66,664.00	\$61,279.60
6	32.69		\$67,995.20	\$62,503.28
7	33.34		\$69,347.20	\$63,746.08
8	34.01		\$70,740.80	\$65,027.12
9	34.69		\$72,155.20	\$66,327.28
10	35.39		\$73,611.20	\$67,665.68
11	36.09		\$75,067.20	\$69,004.08
12	36.82		\$76,585.60	\$70,399.84
13	37.55		\$78,104.00	\$71,795.60
14	38.30		\$79,664.00	\$73,229.60
15	39.07		\$81,265.60	\$74,701.84
16	39.85		\$82,888.00	\$76,193.20
17	40.65		\$84,552.00	\$77,722.80
18	41.46		\$86,236.80	\$79,271.52
19	42.29		\$87,963.20	\$80,858.48
20	43.14		\$89,731.20	\$82,483.68

2019-20 School Year

Days: 260 239

Hours: 8 8

STEP	Category V			
1	30.13		\$62,670.40	\$57,608.56
2	30.73		\$63,918.40	\$58,755.76
3	31.34		\$65,187.20	\$59,922.08
4	31.97		\$66,497.60	\$61,126.64
5	32.61		\$67,828.80	\$62,350.32
6	33.26		\$69,180.80	\$63,593.12
7	33.93		\$70,574.40	\$64,874.16
8	34.61		\$71,988.80	\$66,174.32
9	35.30		\$73,424.00	\$67,493.60
10	36.01		\$74,900.80	\$68,851.12
11	36.73		\$76,398.40	\$70,227.76
12	37.46		\$77,916.80	\$71,623.52
13	38.21		\$79,476.80	\$73,057.52
14	38.97		\$81,057.60	\$74,510.64
15	39.75		\$82,680.00	\$76,002.00
16	40.55		\$84,344.00	\$77,531.60
17	41.36		\$86,028.80	\$79,080.32
18	42.19		\$87,755.20	\$80,667.28
19	43.03		\$89,502.40	\$82,273.36
20	43.89		\$91,291.20	\$83,917.68