



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.



Re: Access to Records

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>
To: FRANCA A GISINER <fgisiner@comcast.net>
Bcc: egeallis@glenbrook225.org

Wed, Aug 12, 2020 at 1:37 PM

Dear Ms. Gisiner,

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 7/28/20 we received your request (please note that because your request was received after normal business hours, for FOIA response timelines the requests are treated as received on July 29), pursuant to the FOIA, we extended the time to respond to your requests by an additional five business days to you on or before, August 12, 2020. Please find below the response for the following information:

1. Results of the teachers' responses to all surveys given as it relates to the reopening of schools.

District Response: Document Attached.

2. All communication between the teachers and Matt Whipple pertaining to the reopening of the schools.

To clarify: All communication between the teachers and the administration, including Matt Whipple, pertaining to the reopening of the schools.

District Response:

Your request for "All communication between the teachers and the administration, including Matt Whipple, pertaining to the reopening of the schools." is denied as unduly burdensome. To comply with this request, the District would have to ask every teacher and every administrator to search for any record of communication between the two groups pertaining to the reopening of schools. Not only would every employee have to search their files for correspondence, but the District would have to search every email account for such communications. The District would then be required to make a subjective determination as to whether each communication "pertain[ed] to the reopening of schools." Each communication would also have to be reviewed for exempt information, such as student record information, or information that would constitute a clearly unwarranted invasion of personal privacy (e.g. an email from a teacher to an administrator detailing a medical concern, or a childcare issue.) The Act does not require a public body to undertake such an extensive search, nor are we required to subjectively determine what records might be responsive to your request. I invite you to narrow the breadth and depth of your request and we will make a new determination as to whether any revised request you submit can be complied with without unduly disrupting the District's operations. Finally, to the extent your request involves communications between GEA President Matt Whipple and his membership, the *Illinois Educational Labor Relations Act* prohibits a public school district from disclosing communications between a labor organization and its members. 115 ILCS 5/3(d)(6). I point this out because of your specific reference to Mr. Whipple in your request."

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, Aug 6, 2020 at 9:44 AM FRANCA A GISINER <fgisiner@comcast.net> wrote:

Thank you for getting back to me. I look forward to hearing back on or before 8/12.

Franca

Franca Gisiner
fgisiner@comcast.net
847-745-9536

On 08/05/2020 10:57 AM Rosanne Marie Williamson <rwilliamson@glenbrook225.org> wrote:

Ms. Franca Gisiner
fgisiner@comcast.net

Re: July 29, 2020 FOIA Requests

Dear Ms. Gisiner:

On July 28, Glenbrook High School District 225 received a request from you pursuant to the Freedom of Information Act ("FOIA") for the following records (please note that because your requests were received after normal business hours, for FOIA response timelines the requests are treated as received on July 29):

1. Results of the teachers' responses to all surveys given as it relates to the reopening of schools.
2. All communication between the teachers and the administration, including Matt Whipple, pertaining to the reopening of the schools.

Pursuant to the FOIA, School District 225 is extending the time to respond to your requests by an additional five business days because:

- The request requires the collection of a substantial number of specified records;
- The request is couched in categorical terms and requires an extensive search for the records responsive to it;
- The request for records cannot be complied with by the public body within the time limits prescribed by the Act without unduly burdening or interfering with the operations of the public body.

Accordingly, School District 225 will provide a response to you on or before, August 12, 2020.

Sincerely,

Rosanne Williamson Ed.D.
Assistant Superintendent for Educational Services

FOIA Officer
Glenbrook H.S. District 225
3801 West Lake Ave.
Glenview, IL 60026
847-486-4701

On Tue, Jul 28, 2020 at 6:07 PM FRANCA A GISINER
<fgisiner@comcast.net> wrote:

Dr. Williamson,

To Clarify #2 on my first email, I am requesting the following:

All communication between the teachers and the administration, including Matt Whipple, pertaining to the reopening of the schools.

Thank you,

Franca

Franca Gisiner
fgisiner@comcast.net
847-745-9536

On 07/28/2020 5:36 PM FRANCA A GISINER
<fgisiner@comcast.net> wrote:

Good Afternoon Dr. Williamson,

I am a parent of two students in D225. Regarding the reopening of school in the fall, I am requesting the following records:

1. Results of the teachers' responses to all surveys given as it relates to the reopening of schools.
2. All communication between the teachers and Matt Whipple pertaining to the reopening of the schools.


I am not using this for personal or commercial benefit. As such, I request waiver of any applicable fees.

I look forward to hearing from you. Thank you for your help and attention to this matter.

Best,

Franca

Franca Gisiner
fgisiner@comcast.net
847-745-9536

 **D225 Staff Survey_ June 2020 - Sheet1.pdf**
50K



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>
To: Robert Propst <Robert.Propst@advanceddisposal.com>
Bcc: egeallis@glenbrook225.org

Wed, Aug 12, 2020 at 1:33 PM

Good afternoon,

The term of the agreement is three years.

Thank you

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 Tue, Aug 11, 2020 at 12:57 PM Robert Propst <Robert.Propst@advanceddisposal.com> wrote:

Rosanne,

What is the term of agreement. I see it started 12-1-2018 but it has no term.

From: Rosanne Marie Williamson [mailto:rwilliamson@glenbrook225.org]
Sent: Tuesday, August 11, 2020 12:27 PM
To: Robert Propst <Robert.Propst@advanceddisposal.com>
Subject: Re: FOIA request

Dear Mr. Propst,

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 8/3/20 we received your request for the following information:

1. Copy of the most recent service agreement or contract for waste and recycling services.

District Response: Document attached.

2. Copy of May and June Waste and recycling service invoices.

District Response: Document attached.

All May and June scavenger service invoices are combined into the PDF attached to this email. Waste Management is the vendor we utilize for these services.

The following table lists the page number each invoice can be found:

Building	Invoice Description	Pages
Glenbrook Administration	May 2020	1-2
Glenbrook Administration	June 2020	3-4
Glenbrook Off-Campus	May 2020	5-6
Glenbrook Off-Campus	June 2020	7-8
Glenbrook North High School	May 2020	9-10
Glenbrook North High School	May 2020	11-12
Glenbrook North High School	June 2020	13-14
Glenbrook North High School	June 2020	15
Glenbrook North High School	June 2020	16-17
Glenbrook South High School	May 2020	18
Glenbrook South High School	June 2020	19

Sincerely,

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

On Mon, Aug 3, 2020 at 12:31 PM Robert Propst <Robert.Propst@advanceddisposal.com> wrote:

Good Afternoon,

I'm requesting the following information. This is a commercial request.

- Copy of the most recent service agreement or contract for waste and recycling services.
- Copy of May and June Waste and recycling service invoices.

Thank you,

Rob Propst | Regional Major Account Executive



1660 Hubbard Avenue | Batavia | Illinois 60510

T: 708-240-2023 | **M:** 847-639-3508 | **E:** Robert.Propst@advanceddisposal.com

Connect with us: AdvancedDisposal.com [Facebook](#) [YouTube](#)



Clean & Green: Please consider the environment before printing this e-mail

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



INVOICE

Customer ID:**14-94627-53006**

Customer Name:

GLENBROOK 225 ADMIN BUILDING

Service Period:

05/01/20-05/31/20

Invoice Date:

04/30/2020

Invoice Number:

6859237-2008-8

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

May 30, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$244.40

If payment is received after 05/30/2020: **\$ 250.51**

See Reverse for Important Messages

Previous Balance	243.68	+	Payments	(243.68)	+	Adjustments	0.00	+	Current Charges	244.40	=	Total Due	244.40
------------------	--------	---	----------	----------	---	-------------	------	---	-----------------	--------	---	-----------	---------------

Details for Service Location: **Glenbrook 225 Admin Building, 3801 W Lake Ave, Glenview IL 60026-1292** **Customer ID: 14-94627-53006**

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				37.46
4 Yd fel	05/01/20		1.00	102.42
4 Yd rel rcy	05/01/20		1.00	85.71
Environmental charge cm				10.24
Environmental charge cm rcy				8.57
Total Current Charges				244.40

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
04/30/2020	6859237-2008-8	14-94627-53006
Payment Terms	Total Due	Amount
Total Due by 05/30/2020	\$244.40	
If Received after 05/30/2020	\$250.51	

*** DO NOT PAY-AUTOMATIC PAYMENT WILL BE PROCESSED ***
Your credit card will be charged \$244.40.

2008000149462753006068592370000002444000000024440 3

I2007C75

GLENBROOK 225 ADMIN BUILDING
3801 W LAKE AVE
GLENVIEW IL 60026-1292

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us Visit wm.com To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup. Customer Service (866) 909-4458		Your Payment Is Due August 19, 2017 If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.		Your Total Due \$124.73 If payment is received after 08/19/2017 - \$126.60 See reverse for important messages.				
2 Previous Balance 97.12	+	Payments (97.12)	+	Adjustments 0.00	+	Current Charges 124.73	=	Total Due 124.73
Details for Service Location: 311 Jackson Street, Stockton CA 95205			Customer ID: 2-82290-00885 PO Numbers: 45693					
3 Description 96 Motor 96 Motor Recycle Extra Pickup Service Fuel/Environmental Charge Total Current Charges	Date 07/01/17 07/01/17 07/01/17	Ticket 5934	Quantity 1.00 1.00 1.00	Amount 90.00 0.00 15.00 19.73	124.73			

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.

KEEP A LID ON OVERAGE CHARGES



- Eliminating overages helps you:**
- Avoid unbudgeted costs
 - Prevent unsafe conditions for employees and customers
 - Decrease pests and other animal risks
 - Reduce odors and other concerns
 - Keep your waste and recycling areas clean and tidy

If you regularly have excess materials, we're here to help you put the lid on overages. Please check your service agreement and contact your Waste Management representative to right-size your service.

FOLLOW THE RECYCLE RIGHT GUIDELINES

If your business has recycling service, please place only allowable materials in your recycling containers.



Only materials free of contaminants are recyclable.

For more information, visit: wm.com/recyclerright

LET US HELP YOU WITH YOUR RECYCLING CONTAMINATION AND OVERAGES.



If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO	
List your new billing information below. For a change of service address, please contact Waste Management.	
Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to PO Box 43290, Phoenix, AZ 85080 (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:**14-94627-53006**

Customer Name:

GLENBROOK 225 ADMIN BUILDING

Service Period:

06/01/20-06/30/20

Invoice Date:

05/29/2020

Invoice Number:

6874157-2008-9

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

Jun 28, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$244.40

If payment is received after 06/28/2020: **\$ 250.51**

See Reverse for Important Messages

Previous Balance	244.40	+	Payments	(244.40)	+	Adjustments	0.00	+	Current Charges	244.40	=	Total Due	244.40
------------------	--------	---	----------	----------	---	-------------	------	---	-----------------	--------	---	-----------	---------------

Details for Service Location: **Glenbrook 225 Admin Building, 3801 W Lake Ave, Glenview IL 60026-1292** **Customer ID: 14-94627-53006**

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				37.46
4 Yd fel	06/01/20		1.00	102.42
4 Yd rel rcy	06/01/20		1.00	85.71
Environmental charge cm				10.24
Environmental charge cm rcy				8.57
Total Current Charges				244.40

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
05/29/2020	6874157-2008-9	14-94627-53006
Payment Terms	Total Due	Amount
Total Due by 06/28/2020	\$244.40	
If Received after 06/28/2020	\$250.51	

*** DO NOT PAY-AUTOMATIC PAYMENT WILL BE PROCESSED ***
Your credit card will be charged \$244.40.

2008000149462753006068741570000002444000000024440 4

I2007C80

GLENBROOK 225 ADMIN BUILDING
3801 W LAKE AVE
GLENVIEW IL 60026-1292

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us		Your Payment Is Due		Your Total Due	
Visit wm.com To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup. Customer Service (866) 909-4458		August 19, 2017 If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.		\$124.73 1 If payment is received after 08/19/2017 - \$126.60 See reverse for important messages.	
Previous Balance	Payments	Adjustments	Current Charges	Total Due	
97.12	(97.12)	0.00	124.73	124.73	
Details for Service Location: 311 Jackson Street, Stockton CA 95205		Customer ID: 2-82290-00885 PO Numbers: 45693			
Description	Date	Ticket	Quantity	Amount	
96 Motor	07/01/17		1.00	90.00	
96 Motor Recycle	07/01/17		1.00	0.00	
Extr Help Service	07/01/17	5934	1.00	15.00	
Fuel/Environmental Charge				19.73	
Total Current Charges				124.73	

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.

KEEP A LID ON OVERAGE CHARGES



- Eliminating overages helps you:**
- Avoid unbudgeted costs
 - Prevent unsafe conditions for employees and customers
 - Decrease pests and other animal risks
 - Reduce odors and other concerns
 - Keep your waste and recycling areas clean and tidy

If you regularly have excess materials, we're here to help you put the lid on overages. Please check your service agreement and contact your Waste Management representative to right-size your service.

FOLLOW THE RECYCLE RIGHT GUIDELINES

If your business has recycling service, please place only allowable materials in your recycling containers.



Only materials free of contaminants are recyclable.

For more information, visit: wm.com/recyclerright

LET US HELP YOU WITH YOUR RECYCLING CONTAMINATION AND OVERAGES.



If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO	
List your new billing information below. For a change of service address, please contact Waste Management.	
Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to PO Box 43290, Phoenix, AZ 85080 (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:**1-39116-33001**

Customer Name:

GLENBROOK HIGH SCHOOL OCC

Service Period:

05/01/20-05/31/20

Invoice Date:

04/30/2020

Invoice Number:

6857452-2008-5

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

May 30, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$1,000.39

If payment is received after 05/30/2020: **\$ 1,025.40**

See Reverse for Important Messages

Previous Balance	1,009.29	+	Payments	(1,009.29)	+	Adjustments	0.00	+	Current Charges	1,000.39	=	Total Due	1,000.39
------------------	----------	---	----------	------------	---	-------------	------	---	-----------------	----------	---	-----------	-----------------

Details for Service Location: **Glenbrook High School Occ, 1835 Landwehr Rd, Glenview IL 60026-1241**

Customer ID: 1-39116-33001

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				18.73
2 Yd rel rcy	05/01/20		1.00	118.20
6 Yd fel	05/01/20		1.00	613.05
Fuel/environmental charge				216.30
Regulatory cost recovery chrg				34.11
Total Current Charges				1,000.39

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
04/30/2020	6857452-2008-5	1-39116-33001
Payment Terms	Total Due	Amount
Total Due by 05/30/2020	\$1,000.39	
If Received after 05/30/2020	\$1,025.40	

*** DO NOT PAY-AUTOMATIC PAYMENT WILL BE PROCESSED ***
Your credit card will be charged \$1,000.39.

2008000013911633001068574520000010003900000100039 8

I2007C75

GLENBROOK HIGH SCHOOL OCC
3801 W LAKE AVE
ALEXANDRA GAN
GLENVIEW IL 60026-1292

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us Visit wm.com To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup. Customer Service (866) 909-4458		Your Payment Is Due August 19, 2017 If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.		Your Total Due \$124.73 If payment is received after 08/19/2017 - \$126.60 See reverse for important messages.				
2 Previous Balance 97.12	+	Payments (97.12)	+	Adjustments 0.00	+	Current Charges 124.73	=	Total Due 124.73
Details for Service Location: 311 Jackson Street, Stockton CA 95205			Customer ID: 2-82290-00885 PO Numbers: 45693					
3 Description 96 Motor 96 Motor Recycle Extra Pickup Service Fuel/Environmental Charge Total Current Charges	Date 07/01/17 07/01/17 07/01/17	Ticket 5934	Quantity 1.00 1.00 1.00	Amount 90.00 0.00 15.00 19.73 124.73				

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.

KEEP A LID ON OVERAGE CHARGES



- Eliminating overages helps you:**
- Avoid unbudgeted costs
 - Prevent unsafe conditions for employees and customers
 - Decrease pests and other animal risks
 - Reduce odors and other concerns
 - Keep your waste and recycling areas clean and tidy

If you regularly have excess materials, we're here to help you put the lid on overages. Please check your service agreement and contact your Waste Management representative to right-size your service.

FOLLOW THE RECYCLE RIGHT GUIDELINES

If your business has recycling service, please place only allowable materials in your recycling containers.



Only materials free of contaminants are recyclable.

For more information, visit: wm.com/recyclerright

LET US HELP YOU WITH YOUR RECYCLING CONTAMINATION AND OVERAGES.



If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO	
List your new billing information below. For a change of service address, please contact Waste Management.	
Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to PO Box 43290, Phoenix, AZ 85080 (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:

1-39116-33001

Customer Name:

GLENBROOK HIGH SCHOOL OCC

Service Period:

06/01/20-06/30/20

Invoice Date:

05/29/2020

Invoice Number:

6872401-2008-3

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup

Customer Service:
(866) 570-4702

Your Payment Is Due

Jun 28, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$997.37

If payment is received after 06/28/2020: **\$ 1,022.30**

See Reverse for Important Messages

Previous Balance	1,000.39	+	Payments	(1,000.39)	+	Adjustments	0.00	+	Current Charges	997.37	=	Total Due	997.37
------------------	----------	---	----------	------------	---	-------------	------	---	-----------------	--------	---	-----------	---------------

Details for Service Location: **Glenbrook High School Occ, 1835 Landwehr Rd, Glenview IL 60026-1241**

Customer ID: 1-39116-33001

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				18.73
2 Yd rel rcy	06/01/20		1.00	118.20
6 Yd fel	06/01/20		1.00	613.05
Fuel/environmental charge				213.38
Regulatory cost recovery chrg				34.01
Total Current Charges				997.37

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
05/29/2020	6872401-2008-3	1-39116-33001
Payment Terms	Total Due	Amount
Total Due by 06/28/2020	\$997.37	
If Received after 06/28/2020	\$1,022.30	

*** DO NOT PAY-AUTOMATIC PAYMENT WILL BE PROCESSED ***
Your credit card will be charged \$997.37.

2008000013911633001068724010000009973700000099737 ?

I2007C80

GLENBROOK HIGH SCHOOL OCC
3801 W LAKE AVE
ALEXANDRA GAN
GLENVIEW IL 60026-1292

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN®



5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us		Your Payment Is Due		Your Total Due	
Visit wm.com To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup. Customer Service (866) 909-4458		August 19, 2017 If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.		\$124.73 1 If payment is received after 08/19/2017 - \$126.60 See reverse for important messages.	
Previous Balance	Payments	Adjustments	Current Charges	Total Due	
97.12	(97.12)	0.00	124.73	124.73	
Details for Service Location: 311 Jackson Street, Stockton CA 95205		Customer ID: 2-82290-00885 PO Numbers: 45693			
Description	Date	Ticket	Quantity	Amount	
96 Motor	07/01/17		1.00	90.00	
96 Motor Recycle	07/01/17		1.00	0.00	
Extr Help Service	07/01/17	5934	1.00	15.00	
Fuel/Environmental Charge				19.73	
Total Current Charges				124.73	

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.

KEEP A LID ON OVERAGE CHARGES



Eliminating overages helps you:

- Avoid unbudgeted costs
- Prevent unsafe conditions for employees and customers
- Decrease pests and other animal risks
- Reduce odors and other concerns
- Keep your waste and recycling areas clean and tidy

If you regularly have excess materials, we're here to help you put the lid on overages. Please check your service agreement and contact your Waste Management representative to right-size your service.

FOLLOW THE RECYCLE RIGHT GUIDELINES

If your business has recycling service, please place only allowable materials in your recycling containers.



Only materials free of contaminants are recyclable.

For more information, visit:
wm.com/recyclerright

LET US HELP YOU WITH YOUR RECYCLING CONTAMINATION AND OVERAGES.



If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO		CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
List your new billing information below. For a change of service address, please contact Waste Management.		If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Address 1		Email Address	
Address 2		Date	
City		Bank Account Holder Signature	
State			
Zip			
Email			
Date Valid			

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to PO Box 43290, Phoenix, AZ 85080 (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID: 23-44401-23001
Customer Name: GLENBROOK NORTH HIGH SCHOOL
Service Period: 05/16/20-05/31/20
Invoice Date: 06/01/2020
Invoice Number: 2398719-2008-2

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

07/01/2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$231.69

See Reverse for Important Messages

Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due
0.00		0.00		0.00		231.69		231.69

Details for Service Location: Glenbrook North High School, 2300 Shermer Rd, Northbrook IL 60062-6722
Customer ID: 23-44401-23001

Description	Date	Ticket	Quantity	Amount
Delivery 30 yd open top	05/22/20	706114	1.00	185.00
Del 1-30yrd open top				0.00
Ticket Total				185.00
Environmental charge				32.37
Regulatory cost recovery chrg				7.82
Administrative charge				6.50
Total Current Charges				231.69

----- Please detach and send the lower portion with payment ---- (no cash or staples) -----



PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID <i>(Include with your payment)</i>
06/01/2020	2398719-2008-2	23-44401-23001
Payment Terms	Total Due	Amount
Total Due by 07/01/2020	\$231.69	

2008000234440123001023987190000002316900000023169 0

0050709 01 AB 0.416 **AUTO T9 0 7154 60062-670000 -C01-P50759-11

GLENBROOK NORTH HIGH SCHOOL
2300 SHERMER RD
NORTHBROOK IL 60062-6700

I2007057



Remit To: 
WM CORPORATE SERVICES, INC.
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



421-8139811-2008-8

5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us	Your Payment Is Due	Your Total Due																														
<p>Visit wm.com</p> <p>To set up your online profile, sign up for paperless billing, manage your account, view holidays schedule, pay your bill or schedule a pickup</p> <p>Customer Service (866) 909-4458</p>	<p>August 19, 2017</p> <p>If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the original amount, with a maximum charge of \$5.00, or such late fee charge allowed under applicable law, regulation or contract.</p>	<p>\$124.73</p> <p>If payment is received after 08/19/2017 \$126.60</p> <p>See reverse for important messages</p>																														
<table border="1"> <tr> <td>Previous Balance</td> <td>+</td> <td>Payments</td> <td>+</td> <td>Adjustments</td> <td>+</td> <td>Current Charges</td> <td>=</td> <td>Total Due</td> </tr> <tr> <td>7.12</td> <td></td> <td>(97.12)</td> <td></td> <td>0.00</td> <td></td> <td>124.73</td> <td></td> <td>124.73</td> </tr> </table>			Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due	7.12		(97.12)		0.00		124.73		124.73												
Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due																								
7.12		(97.12)		0.00		124.73		124.73																								
<p>Details for Service Location: 311 Jackson Street, Stockton CA 95205</p> <p>Customer ID: 2-92290-00865 PO Numbers: 45693</p>																																
<table border="1"> <thead> <tr> <th>Description</th> <th>Date</th> <th>Ticket</th> <th>Quantity</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>56 Toner</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>90.00</td> </tr> <tr> <td>96 Paper Recycle</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>0.00</td> </tr> <tr> <td>Extra Pickup Service</td> <td>07/01/17</td> <td>5934</td> <td>1.00</td> <td>15.00</td> </tr> <tr> <td>Fuel/Environmental Charge</td> <td></td> <td></td> <td></td> <td>19.73</td> </tr> <tr> <td>Total Current Charges</td> <td></td> <td></td> <td></td> <td>124.73</td> </tr> </tbody> </table>			Description	Date	Ticket	Quantity	Amount	56 Toner	07/01/17		1.00	90.00	96 Paper Recycle	07/01/17		1.00	0.00	Extra Pickup Service	07/01/17	5934	1.00	15.00	Fuel/Environmental Charge				19.73	Total Current Charges				124.73
Description	Date	Ticket	Quantity	Amount																												
56 Toner	07/01/17		1.00	90.00																												
96 Paper Recycle	07/01/17		1.00	0.00																												
Extra Pickup Service	07/01/17	5934	1.00	15.00																												
Fuel/Environmental Charge				19.73																												
Total Current Charges				124.73																												

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.



www.wm.com/autopay

Automatic Payments

Simplify your life with easy and reliable automatic payments. Save time, prevent late charges and help the environment, too. Get started by visiting wm.com/autopay.

If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO

List your new billing information below. For a change of service address, please contact Waste Management.

Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT

If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.

Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to RMCbankruptcy@wm.com or PO Box 43290 Phoenix, AZ 85080. Using the email option will expedite your request. (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)

0050709-0000001-0056359



INVOICE

Customer ID:

15-77463-93007

Customer Name:

GLENBROOK NORTH HIGH SCHOOL

Service Period:

05/01/20-05/31/20

Invoice Date:

06/01/2020

Invoice Number:

2398247-2008-4

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup

Customer Service:
(866) 570-4702

Your Payment Is Due

Jul 01, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$883.95

If payment is received after 07/01/2020: **\$ 906.05**

See Reverse for Important Messages

Previous Balance	441.51	+	Payments	(441.51)	+	Adjustments	0.00	+	Current Charges	883.95	=	Total Due	883.95
------------------	--------	---	----------	----------	---	-------------	------	---	-----------------	--------	---	-----------	---------------

Details for Service Location: **Glenbrook North High School, 2300 Shermer Rd, Northbrook IL 60062-6722**

Customer ID: 15-77463-93007

Description	Date	Ticket	Quantity	Amount
30 Yd compactor	05/29/20	712577	1.00	160.75
Disposal per ton			3.69	209.11
Ticket Total				369.86
30Yd compactor lease with svc	05/01/20		1.00	389.00
Fuel/environmental charge				107.90
Regulatory cost recovery chrg				17.19
Total Current Charges				883.95

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

WASTE MANAGEMENT OF ILLINOIS, INC.
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
06/01/2020	2398247-2008-4	15-77463-93007
Payment Terms	Total Due	Amount
Total Due by 07/01/2020	\$883.95	
If Received after 07/01/2020	\$906.05	

2008000157746393007023982470000008839500000088395 7

I2007057

GLENBROOK NORTH HIGH SCHOOL
3801 LAKE AVE W
GLENVIEW IL 60026

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



421-8128372-2008-4

5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.

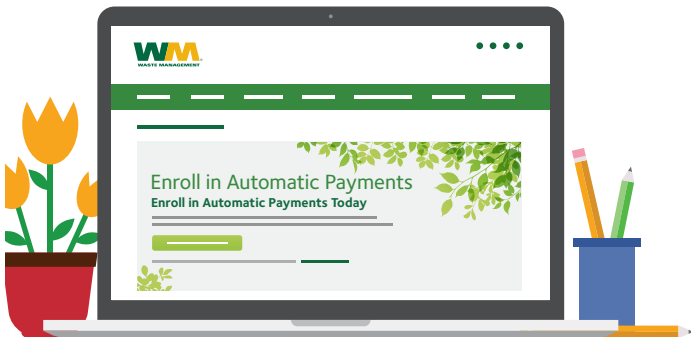


Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us	Your Payment Is Due	Your Total Due																														
<p>Visit wm.com</p> <p>To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup.</p> <p>Customer Service (866) 909-4458</p>	<p>August 19, 2017</p> <p>If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.</p>	<p>\$124.73</p> <p>If payment is received after 08/19/2017 - \$126.60</p> <p>See reverse for important messages.</p>																														
<table border="1"> <tr> <td>Previous Balance</td> <td>Payments</td> <td>Adjustments</td> <td>Current Charges</td> <td>Total Due</td> </tr> <tr> <td>97.12</td> <td>(97.12)</td> <td>0.00</td> <td>124.73</td> <td>124.73</td> </tr> </table>			Previous Balance	Payments	Adjustments	Current Charges	Total Due	97.12	(97.12)	0.00	124.73	124.73																				
Previous Balance	Payments	Adjustments	Current Charges	Total Due																												
97.12	(97.12)	0.00	124.73	124.73																												
<p>Details for Service Location: 311 Jackson Street, Stockton CA 95205</p> <p>Customer ID: 2-82290-00885 PO Numbers: 45693</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Date</th> <th>Ticket</th> <th>Quantity</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>96 Toner</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>90.00</td> </tr> <tr> <td>96 Toner Recycle</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>0.00</td> </tr> <tr> <td>Extra Help Service</td> <td>07/01/17</td> <td>5934</td> <td>1.00</td> <td>15.00</td> </tr> <tr> <td>Field/Environmental Charge</td> <td></td> <td></td> <td></td> <td>19.73</td> </tr> <tr> <td>Total Current Charges</td> <td></td> <td></td> <td></td> <td>124.73</td> </tr> </tbody> </table>			Description	Date	Ticket	Quantity	Amount	96 Toner	07/01/17		1.00	90.00	96 Toner Recycle	07/01/17		1.00	0.00	Extra Help Service	07/01/17	5934	1.00	15.00	Field/Environmental Charge				19.73	Total Current Charges				124.73
Description	Date	Ticket	Quantity	Amount																												
96 Toner	07/01/17		1.00	90.00																												
96 Toner Recycle	07/01/17		1.00	0.00																												
Extra Help Service	07/01/17	5934	1.00	15.00																												
Field/Environmental Charge				19.73																												
Total Current Charges				124.73																												

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.



www.wm.com/autopay



Automatic Payments

Simplify your life with easy and reliable automatic payments. Save time, prevent late charges and help the environment, too. Get started by visiting wm.com/autopay.

If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO	
List your new billing information below. For a change of service address, please contact Waste Management.	
Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to RMCbankruptcy@wm.com or PO Box 43290 Phoenix, AZ 85080. Using the email option will expedite your request. (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:**1-39216-13004**

Customer Name:

GLENBROOK NORTH HIGH SCHOOL

Service Period:

06/01/20-06/30/20

Invoice Date:

05/29/2020

Invoice Number:

6872410-2008-4

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

06/28/2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$24.22

See Reverse for Important Messages

Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due
(2.28)		0.00		0.00		26.50		24.22

Details for Service Location: **Customer ID: 1-39216-13004**
Glenbrook North High School, 2300 Shermer Rd, Northbrook IL 60062-6700

Description	Date	Ticket	Quantity	Amount
Lock rel rcy	06/01/20		2.00	20.00
Administrative charge				6.50
Total Current Charges				26.50

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
 WASTE MANAGEMENT OF ILLINOIS, INC.
 IL - NORTHWEST
 PO BOX 42390
 PHOENIX, AZ 85080
 (866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
05/29/2020	6872410-2008-4	1-39216-13004
Payment Terms		Amount
Total Due by	06/28/2020	\$24.22

200800001392161300406872410000000026500000002422 7

I2007C80

GLENBROOK NORTH HIGH SCHOOL
2300 SHERMER RD
MAINTIENCE DEPT
NORTHBROOK IL 60062-6722

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



180-0066264-2008-4

5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.



Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us		Your Payment Is Due		Your Total Due	
Visit wm.com To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup. Customer Service (866) 909-4458		August 19, 2017 If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.		\$124.73 If payment is received after 08/19/2017 - \$126.60 See reverse for important messages.	
Previous Balance	Payments	Adjustments	Current Charges	Total Due	
97.12	(97.12)	0.00	124.73	124.73	
Details for Service Location: 311 Jackson Street, Stockton CA 95205		Customer ID: 2-82290-00885 PO Numbers: 45693			
Description	Date	Ticket	Quantity	Amount	
96 Motor	07/01/17		1.00	90.00	
96 Motor Recycle	07/01/17		1.00	0.00	
Extr Help Service	07/01/17	5934	1.00	15.00	
Fuel/Environmental Charge				19.73	
Total Current Charges				124.73	

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.

KEEP A LID ON OVERAGE CHARGES



- Eliminating overages helps you:**
- Avoid unbudgeted costs
 - Prevent unsafe conditions for employees and customers
 - Decrease pests and other animal risks
 - Reduce odors and other concerns
 - Keep your waste and recycling areas clean and tidy

If you regularly have excess materials, we're here to help you put the lid on overages. Please check your service agreement and contact your Waste Management representative to right-size your service.

FOLLOW THE RECYCLE RIGHT GUIDELINES

If your business has recycling service, please place only allowable materials in your recycling containers.



Only materials free of contaminants are recyclable.

For more information, visit: wm.com/recyclerright

LET US HELP YOU WITH YOUR RECYCLING CONTAMINATION AND OVERAGES.



If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO	
List your new billing information below. For a change of service address, please contact Waste Management.	
Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT	
If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.	
Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to PO Box 43290, Phoenix, AZ 85080 (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:

23-44401-23001

Customer Name:

GLENBROOK NORTH HIGH SCHOOL

Service Period:

06/16/20-06/30/20

Invoice Date:

07/01/2020

Invoice Number:

2399896-2008-7

How To Contact Us

Visit wm.com

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

07/31/2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$204.50

See Reverse for Important Messages

Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due
231.69		(231.69)		0.00		204.50		204.50

Details for Service Location: **Glenbrook North High School, 2300 Shermer Rd, Northbrook IL 60062-6722**

Customer ID: 23-44401-23001

Description	Date	Ticket	Quantity	Amount
Inactivity charge per diem	06/30/20	M19312	1.00	198.00
Pdm:06/22-06/30/20				0.00
Ticket Total				198.00
Administrative charge				6.50
Total Current Charges				204.50

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----



WASTE MANAGEMENT OF ILLINOIS, INC.
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID <i>(Include with your payment)</i>
07/01/2020	2399896-2008-7	23-44401-23001
Payment Terms	Total Due	Amount
Total Due by 07/31/2020	\$204.50	

2008000234440123001023998960000002045000000020450 6

0054390 01 AB 0.416 **AUTO T7 0 7183 60062-670000 -C01-P54444-1
GLENBROOK NORTH HIGH SCHOOL
2300 SHERMER RD
NORTHBROOK IL 60062-6700

I2007069



Remit To:

WM CORPORATE SERVICES, INC.
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN®





INVOICE

Customer ID:**15-77463-93007**

Customer Name:

GLENBROOK NORTH HIGH SCHOOL

Service Period:

06/01/20-06/30/20

Invoice Date:

07/01/2020

Invoice Number:

2399433-2008-9

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

Jul 31, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$739.00

If payment is received after 07/31/2020: **\$ 757.48**

See Reverse for Important Messages

Previous Balance	883.95	+	Payments	(883.95)	+	Adjustments	0.00	+	Current Charges	739.00	=	Total Due	739.00
------------------	--------	---	----------	----------	---	-------------	------	---	-----------------	--------	---	-----------	---------------

Details for Service Location: **Glenbrook North High School, 2300 Shermer Rd, Northbrook IL 60062-6722**

Customer ID: 15-77463-93007

Description	Date	Ticket	Quantity	Amount
Inactivity charge Min:06/01-06/30/20	06/30/20	M19236	1.00	350.00
Ticket Total				350.00
30Yd compactor lease with svc	06/01/20		1.00	389.00
Total Current Charges				739.00

✂ ----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
WASTE MANAGEMENT OF ILLINOIS, INC.
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID (Include with your payment)
07/01/2020	2399433-2008-9	15-77463-93007
Payment Terms	Total Due	Amount
Total Due by 07/31/2020	\$739.00	
If Received after 07/31/2020	\$757.48	

2008000157746393007023994330000007390000000073900 6

I2007069

GLENBROOK NORTH HIGH SCHOOL
3801 LAKE AVE W
GLENVIEW IL 60026

Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN.



5 EASY WAYS TO PAY



Automatic Payment
Set up recurring payments with us at wm.com/myaccount.



Pay Through Your Financial Institution
Make a payment from your financial institution using your Customer ID.



One-Time Payment
At your desk or on the go, use wm.com or our WM mobile app for a quick and easy payment.



Pay by Phone
Payable 24/7 using our automated system at 866-964-2729.

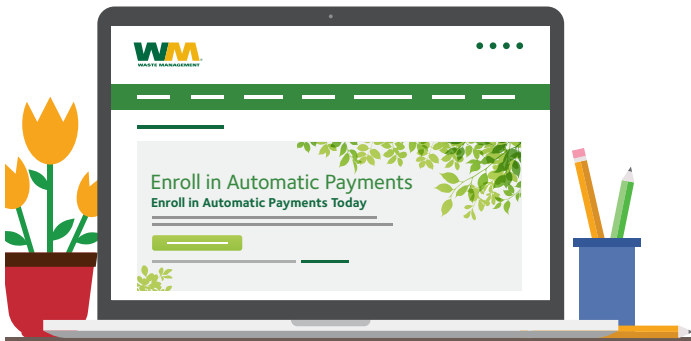


Mail it
Write it, stuff it, stamp it, mail it. Envelope provided.

HOW TO READ YOUR INVOICE

How To Contact Us	Your Payment Is Due	Your Total Due																														
<p>Visit wm.com</p> <p>To set up your online profile, sign up for paperless billing, manage your account, view holidays schedules, pay your bill or schedule a pickup.</p> <p>Customer Service (866) 909-4458</p>	<p>August 19, 2017</p> <p>If full payment of the invoiced amount is not received by the invoice due date, you will be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum charge of \$5.00, or such lesser late charge allowed under applicable law, regulation or contract.</p>	<p>\$124.73</p> <p>If payment is received after 08/19/2017 - \$126.60</p> <p>See reverse for important messages.</p>																														
<table border="1"> <tr> <td>Previous Balance</td> <td>Payments</td> <td>Adjustments</td> <td>Current Charges</td> <td>Total Due</td> </tr> <tr> <td>97.12</td> <td>(97.12)</td> <td>0.00</td> <td>124.73</td> <td>124.73</td> </tr> </table>			Previous Balance	Payments	Adjustments	Current Charges	Total Due	97.12	(97.12)	0.00	124.73	124.73																				
Previous Balance	Payments	Adjustments	Current Charges	Total Due																												
97.12	(97.12)	0.00	124.73	124.73																												
<p>Details for Service Location: 311 Jackson Street, Stockton CA 95205</p> <p>Customer ID: 2-82290-00885 PO Numbers: 45693</p> <table border="1"> <thead> <tr> <th>Description</th> <th>Date</th> <th>Ticket</th> <th>Quantity</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>96 Toner</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>90.00</td> </tr> <tr> <td>96 Toner Recycle</td> <td>07/01/17</td> <td></td> <td>1.00</td> <td>0.00</td> </tr> <tr> <td>Extra Help Service</td> <td>07/01/17</td> <td>5934</td> <td>1.00</td> <td>15.00</td> </tr> <tr> <td>Field/Environmental Charge</td> <td></td> <td></td> <td></td> <td>19.73</td> </tr> <tr> <td>Total Current Charges</td> <td></td> <td></td> <td></td> <td>124.73</td> </tr> </tbody> </table>			Description	Date	Ticket	Quantity	Amount	96 Toner	07/01/17		1.00	90.00	96 Toner Recycle	07/01/17		1.00	0.00	Extra Help Service	07/01/17	5934	1.00	15.00	Field/Environmental Charge				19.73	Total Current Charges				124.73
Description	Date	Ticket	Quantity	Amount																												
96 Toner	07/01/17		1.00	90.00																												
96 Toner Recycle	07/01/17		1.00	0.00																												
Extra Help Service	07/01/17	5934	1.00	15.00																												
Field/Environmental Charge				19.73																												
Total Current Charges				124.73																												

- States the date payment is due to Waste Management. Anything beyond that date may incur additional charges. Your **Total Due** is the total amount of current charges and any previous unpaid balances combined.
- Previous balance is the total due from your previous invoice. We subtract any **Payments Received/Adjustments** and add your **Current Charges** from this billing cycle to get a **Total Due** on this invoice. If you have not paid all or a portion of your previous balance, please pay the entire **Total Due** to avoid a late charge or service interruption.
- Service location details the total current charges of this invoice.



www.wm.com/autopay

Automatic Payments

Simplify your life with easy and reliable automatic payments. Save time, prevent late charges and help the environment, too. Get started by visiting wm.com/autopay.

If your service is suspended for non-payment, you may be charged a Resume charge to restart your service. For each returned check, a charge will be assessed on your next invoice equal to the maximum amount permitted by applicable state law.

CHECK HERE TO CHANGE CONTACT INFO

List your new billing information below. For a change of service address, please contact Waste Management.

Address 1	
Address 2	
City	
State	
Zip	
Email	
Date Valid	

CHECK HERE TO SIGN UP FOR AUTOMATIC PAYMENT ENROLLMENT

If I enroll in Automatic Payment services, I authorize Waste Management to pay my invoice by electronically deducting money from my bank account. I can cancel authorization by notifying Waste Management at wm.com or by calling the customer service number listed on my invoice. Your enrollment could take 1-2 billing cycles for Automatic Payments to take effect. Continue to submit payment until page one of your invoice reflects that your payment will be deducted.

Email Address	
Date	
Bank Account Holder Signature	

NOTICE: By sending your check, you are authorizing the Company to use information on your check to make a one-time electronic debit to your account at the financial institution indicated on your check. The electronic debit will be for the amount of your check and may occur as soon as the same day we receive your check.

In order for us to service your account or to collect any amounts you may owe (for non-marketing or solicitation purposes), we may contact you by telephone at any telephone number that you provided in connection with your account, including wireless telephone numbers, which could result in charges to you. Methods of contact may include text messages and using pre-recorded/artificial voice messages and/or use of an automatic dialing device, as applicable. We may also contact you by email or other methods as provided in our contract.

Please send all bankruptcy correspondence to RMCbankruptcy@wm.com or PO Box 43290 Phoenix, AZ 85080. Using the email option will expedite your request. (this language is in compliance with 11 USC 342(c)(2) of the Bankruptcy Code)



INVOICE

Customer ID:

1-39114-43001

Customer Name:

GLENBROOK SOUTH HIGH SCHOOL

Service Period:

05/01/20-05/31/20

Invoice Date:

04/30/2020

Invoice Number:

6857451-2008-7

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

Your account is Past Due. Please pay immediately to avoid potential service interruption.

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$7,660.75

If payment is received after 05/30/2020: **\$ 7,852.27**

See Reverse for Important Messages

Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due
3,845.05		0.00		0.00		3,815.70		7,660.75

Details for Service Location: Glenbrook South High School, 4000 W Lake Ave, Glenview IL 60026-1271 **Customer ID: 1-39114-43001**

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				225.59
64 Gal toter rel internal use only	05/01/20		2.00	0.00
96 Gal toter rel internal use only	05/01/20		1.00	0.00
8 Yd fel	05/01/20		4.00	2,445.89
8 Yd rel rcy	05/01/20		1.00	223.56
96 Gal toter rel rcy	05/01/20		3.00	0.00
Fuel/environmental charge				789.62
Regulatory cost recovery chrg				124.54
Administrative charge				6.50
Total Current Charges				3,815.70

----- Please detach and send the lower portion with payment ----- (no cash or staples) -----

Waste Management
WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID <i>(Include with your payment)</i>
04/30/2020	6857451-2008-7	1-39114-43001
Payment Terms	Total Due	Amount
Total Due by 05/30/2020	\$7,660.75	
If Received after 05/30/2020	\$7,852.27	



2008000013911443001068574510000038157000000766075 0

0040037 01 AB 0.416 **AUTO T4 0 7121 60026-129299 -C01-P40077-11 I2007C75

GLENBROOK SOUTH HIGH SCHOOL
3801 LAKE AVE W
GLENVIEW IL 60026-1292



Remit To: **WM CORPORATE SERVICES, INC.**
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN®



180-0065227-2008-7

0040037-0000001-0041571

Customer ID:

1-39114-43001

Customer Name:

GLENBROOK SOUTH HIGH SCHOOL

Service Period:

06/01/20-06/30/20

Invoice Date:

05/29/2020

Invoice Number:

6872400-2008-5

How To Contact Us

Visit **wm.com**

To setup your online profile, sign up for paperless statements, manage your account, view holiday schedules, pay your invoice or schedule a pickup



Customer Service:
(866) 570-4702

Your Payment Is Due

Jun 28, 2020

If full payment of the invoiced amount is not received within your contractual terms, you may be charged a monthly late charge of 2.5% of the unpaid amount, with a minimum monthly charge of \$5, or such late charge allowed under applicable law, regulation or contract.

Your Total Due

\$3,804.62

If payment is received after 06/28/2020: **\$ 3,899.74**

See Reverse for Important Messages

Previous Balance	+	Payments	+	Adjustments	+	Current Charges	=	Total Due
7,660.75		(7,660.75)		0.00		3,804.62		3,804.62

Details for Service Location:

Glenbrook South High School, 4000 W Lake Ave, Glenview IL 60026-1271

Customer ID: 1-39114-43001

Description	Date	Ticket	Quantity	Amount
Recyclable material offset fel				225.59
64 Gal toter rel internal use only	06/01/20		2.00	0.00
96 Gal toter rel internal use only	06/01/20		1.00	0.00
8 Yd fel	06/01/20		4.00	2,445.89
8 Yd rel rcy	06/01/20		1.00	223.56
96 Gal toter rel rcy	06/01/20		3.00	0.00
Fuel/environmental charge				778.92
Regulatory cost recovery chrg				124.16
Administrative charge				6.50
Total Current Charges				3,804.62

--- Please detach and send the lower portion with payment --- (no cash or staples) ---



WASTE MANAGEMENT OF ILLINOIS, INC.
IL - NORTHWEST
PO BOX 42390
PHOENIX, AZ 85080
(866) 570-4702

Invoice Date	Invoice Number	Customer ID <i>(Include with your payment)</i>
05/29/2020	6872400-2008-5	1-39114-43001
Payment Terms	Total Due	Amount
Total Due by 06/28/2020	\$3,804.62	
If Received after 06/28/2020	\$3,899.74	

2008000013911443001068724000000038046200000380462 7

0013979 01 AB 0.416 **AUTO T5 0 7150 60026-129299 -C01-P13992-11 I2007C80
GLENBROOK SOUTH HIGH SCHOOL
3801 LAKE AVE W
GLENVIEW IL 60026-1292

I2007C80



Remit To:

WM CORPORATE SERVICES, INC.
AS PAYMENT AGENT
PO BOX 4648
CAROL STREAM, IL 60197-4648

THINK GREEN®

Printed on recycled paper.

180-0065227-2008-2



**Commercial
SERVICE AGREEMENT
NON-HAZARDOUS WASTES**

SIC Code _____
Type of Business _____

Waste Mgmt of IL, Inc
700 Butterfield Rd 4th Fl
Lombard, IL 60148
Tel - 800- 796 9696

EASON CODE _____ CRL _____ EFFECTIVE DATE 12/1/18

WM AGREEMENT# _____

CUSTOMER ACCT# _____

ACCT. NAME GLENBROOK 225 MULTIPLE LOCATIONS
CONTACT **SEE ATTACHED ADDENDUM
SERV. ADDR _____

CITY, ST ZIP _____
TEL# _____
E-MAIL _____

BILL. NAME GLENBROOK 225
CONTACT ACCTS PAYABLE
SERV. ADDR 3801 W LAKE AVE

CITY, ST ZIP GLENVIEW St IL Zip 60026
TEL# 847-486-4585
E-MAIL BMurdy@glenbrook225.org

EQUIPMENT/SERVICE SPECIFICATIONS –

Loc	Sys	Qty	Size	Lids	Wheels	Lock	Frequency	On Call	Schedule & Route No.	Charge(s)
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
Map Code: _____ Gate Code: _____ Other 1: _____ Other 2: _____ Other: _____ Driver Notes: _____										Total Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Mon <input type="checkbox"/> Tue <input type="checkbox"/> Wed <input type="checkbox"/> Thu <input type="checkbox"/> Fri <input type="checkbox"/> Sat <input type="checkbox"/> Sun <input type="checkbox"/>	Month <input type="checkbox"/> Lift <input type="checkbox"/>
Cross Street: _____ Hours of Service: _____										Total Month <input type="checkbox"/> Lift <input type="checkbox"/>

To be completed, if applicable. Any blanks or unfilled or unmarked boxes or spaces shall be deemed to be inapplicable and not affect the validity of this Agreement:

Container pull/push out required? (Yes/No)
Container behind gate or enclosure? (Yes/No)
Customer's Waste Materials does not exceed an average weight of _____ lbs/yard

* A fuel surcharge and environmental cost recovery charge, calculated as a percentage of the Charge(s), will be included on your invoice. Information about the Fuel/ Environmental Charge can be found on our website at www.wm.com under billing inquiry. State and Local taxes, if applicable, will also be added to the Charges.

Net Change _____ / mth.



**SERVICE AGREEMENT
NON-HAZARDOUS WASTES**

**Commercial Service Agreement
Terms And Conditions**

1. **SERVICES RENDERED; WASTE MATERIALS.** Customer grants to Company the exclusive right, and Company shall furnish equipment and services, to collect and dispose of and/or recycle all of Customer's Waste Materials. Customer represents and warrants that the materials to be collected under this Agreement shall be only "Waste Materials" as defined herein. For purposes of this Agreement, "Waste Materials" means all non-hazardous solid waste and Recyclable Materials generated by Customer or at Customer's Service Address. Waste Materials includes Special Waste, such as industrial process wastes, asbestos-containing material, petroleum contaminated soils, treated/de-characterized wastes, and demolition debris, but Customer shall complete a Waste Profile for such Special Waste which has been approved by Company in writing. Recyclable Materials shall include any type of material that can be recycled or recovered whether separated or not separated from other Waste Materials prior to collection. Waste Materials specifically excludes, and Customer agrees not to deposit or permit the deposit for collection of, any waste tires, radioactive, volatile, corrosive, flammable, explosive, biomedical, infectious, biohazardous, regulated medical or hazardous waste, toxic substance or material, as defined by, characterized or listed under applicable federal, state, or local laws or regulations, or Special Waste not approved in writing by Company (collectively, "Excluded Materials"). Title to and liability for Excluded Material shall remain with Customer at all times. Title to Waste Materials provided by Customer to Company is transferred to Company upon Company's receipt or collection unless otherwise provided in this Agreement or applicable law.

2. **TERM.** The term ("Term") of this Agreement is from the Effective Date set forth above ("Initial Term"), which shall automatically renew thereafter for additional terms of each ("Renewal Term") unless either party gives to the other party written notice (See Section 10(e)) of termination at least ninety (90) days, but not more than one hundred eighty (180) days, prior to the termination of the then-existing term.

3. **SERVICES GUARANTY; CUSTOMER TERMINATION.** If the Company fails to perform the services described within five business days of its receipt of a written demand from Customer (See Section 10(e)), Customer may terminate this Agreement with the payment of all monies due through the termination date. If Company increases the Charges payable by Customer hereunder for reasons other than as set forth in Section 4 below, Customer shall have the right to terminate this Agreement by written notice to the Company no later than thirty (30) days after Company notifies Customer of such increase in Charges in writing. If Customer so notifies Company of its termination of this Agreement, such termination shall be of no force and effect if Company withdraws or removes such increase within fifteen (15) days after Customer provides timely notification of termination. Absent such termination, the increased Charges shall be binding and enforceable against Customer under this Agreement for the remaining Term.

4. **CHARGES; PAYMENTS; ADJUSTMENTS.** Upon receipt of an invoice, Customer shall pay for the services and/or equipment (including repair and maintenance) furnished by Company in accordance with the Charges on the first page, as it may be adjusted over the term of this Agreement as noted herein (the "Charges"). Company reserves the right to increase the Charges payable by Customer during the Term: (a) for any changes or modifications to, or differences between, the actual equipment and services provided by Company to Customer and the agreed upon Equipment/Service specifications on the first page, (b) any change in the composition of the Waste Materials or if the average weight per yard of Customer's Waste Materials exceeds the amount specified on the first page; (c) for any increase in or other modification to its fuel or environmental cost recovery charges; (d) to cover any increases in disposal and/or third party transportation costs; (e) to cover increased costs due to uncontrollable circumstances, including, without limitation, changes in local, state or federal laws or regulations, imposition of taxes, fees or surcharges or acts of God such as floods, fires, hurricanes and natural disasters; and (f) no more often than annually from the Effective Date (or if specified on the first page, Customer's Last API Date) for increases in the Consumer Price Index plus four percent of the then current Charges. Any increase in Charges enumerated in clauses (a) through (e) above may include an amount for Company's operating or gross profit margin. Company also reserves the right to charge Customer additional fees if the following additional services are provided to Customer: Enclosure Charge, Services on High Demand Days, Pull/Push Out Services, Container Relocation Fee, or Seasonal Restart Fee. In the event Company adjusts the Charges as provided in this Section 4, Customer and Company agree that this Agreement as so adjusted will continue in full force and effect for the remaining Term.

Any Customer invoice balance not paid within thirty (30) days of the date of invoice is subject to a late fee, and any Customer check returned for insufficient funds is subject to a NSF fee, both to the maximum extent allowed by applicable law. In the event that payment is not made when due, Company retains the right to suspend service until the past due balance is paid in full. In the event that service is suspended in excess of fifteen (15) days, Company may terminate this Agreement for such default and recover any equipment.

5. **CHANGES.** Changes in the frequency of collection service, schedule, number, capacity and/or type of equipment, may be agreed to orally, in writing, by payment of the invoice or by the actions and practices of the parties. If Customer changes its Service Address during the Term, this Agreement shall remain valid and enforceable

with respect to services rendered at Customer's new service location if such location is within Company's service area.

Comm LSA LA version:12/2008

6. **EQUIPMENT, ACCESS.** All equipment furnished by Company shall remain the property of Company; however, Customer shall have care, custody and control of the equipment and shall bear responsibility and liability for all loss or damage to the equipment and for its contents while at Customer's location. Customer shall not overload, move or alter the equipment and shall use the equipment only for its intended purpose. At the termination of this Agreement, Customer shall return the equipment to Company in the condition in which it was provided, normal wear and tear excepted. Customer shall provide unobstructed access to the equipment on the scheduled collection day. Customer shall pay, if charged by Company, an additional fee for any service modifications caused by or resulting from Customer's failure to provide access. Customer warrants that Customer's property is sufficient to bear the weight of Company's equipment and vehicles and that Company shall not be responsible for any damage to the Customer's property resulting from the provision of services.

7. **LIQUIDATED DAMAGES.** In the event Customer terminates this Agreement prior to the expiration of the Term for any reason other than as set forth in Section 3, or in the event Company terminates this Agreement for Customer's default, Customer shall pay the following liquidated damages in addition to the Company's legal fees: (a) if the remaining Initial Term under this Agreement is six or more months, Customer shall pay its most recent monthly Charges multiplied by six; (b) if the remaining Initial Term under this Agreement is less than six months, Customer shall pay its most recent monthly Charges multiplied by the number of months remaining in the Term; (c) if the remaining Renewal Term under this Agreement is three or more months, Customer shall pay its most recent monthly Charges multiplied by three; or (d) if the remaining Renewal Term under this Agreement is less than three months, Customer shall pay its most recent monthly Charges multiplied by the number of months remaining in the Renewal Term. Customer acknowledges that the actual damage to Company in the event of termination is difficult to fix or prove, and the foregoing liquidated damages amount is reasonable and commensurate with the anticipated loss to Company resulting from such termination and is an agreed upon fee and is not imposed as a penalty. Customer shall pay liquidated damages of \$100 for every Customer waste tire that is found at the disposal facility.

8. **INDEMNITY.** The Company agrees to indemnify, defend and save Customer harmless from and against any and all liability which Customer may be responsible for or pay out as a result of bodily injuries (including death), property damage, or any violation or alleged violation of law, to the extent caused by any negligent act, negligent omission or willful misconduct of the Company or its employees, which occurs (a) during the collection or transportation of Customer's Waste Materials, or (b) as a result of the disposal of Customer's Waste Materials in a facility owned by the Company or a subsidiary of Waste Management, Inc., provided that the Company's indemnification obligations will not apply to occurrences involving Excluded Materials.

Customer agrees to indemnify, defend and save the Company harmless from and against any and all liability which the Company may be responsible for or pay out as a result of bodily injuries (including death), property damage, or any violation or alleged violation of law to the extent caused by Customer's breach of this Agreement or by any negligent act, negligent omission or willful misconduct of the Customer or its employees, agents or contractors in the performance of this Agreement or Customer's use, operation or possession of any equipment furnished by the Company.

Neither party shall be liable to the other for consequential, incidental or punitive damages arising out of the performance of this Agreement.

9. **RIGHT OF FIRST REFUSAL.** Customer grants to Company a right of first refusal to match any offer relating to services similar to those provided hereunder which Customer receives (or intends to make) upon termination of this Agreement for any reason and Customer shall give to Company prompt written notice of any such offer and a reasonable opportunity to respond to it.

10. **MISCELLANEOUS.** (a) Except for the obligation to make payments hereunder, neither party shall be in default for its failure to perform or delay in performance caused by events or significant threats of events beyond its reasonable control, whether or not foreseeable, including, but not limited to, strikes, labor trouble, riots, imposition of laws or governmental orders, fires, acts of war or terrorism, acts of God, and the inability to obtain equipment, and the affected party shall be excused from performance during the occurrence of such events. (b) This Agreement shall be binding on and shall inure to the benefit of the parties hereto and their respective successors and assigns. (c) This Agreement represents the entire agreement between the parties and supersedes any and all other agreements, whether written or oral, that may exist between the parties. (d) This Agreement shall be construed in accordance with the law of the state in which the services are provided. (e) All written notification to Company required by this Agreement shall be by Certified Mail, Return Receipt Requested. (f) Any blanks or unfilled or unmarked boxes or spaces on this first page shall be deemed to be inapplicable and not affect the validity of this



**SERVICE AGREEMENT
NON-HAZARDOUS WASTES**

Agreement. (g) If any provision of this Agreement is declared invalid or unenforceable, then such provision shall be severed from and shall not affect the remainder of this Agreement; however, the parties shall amend this Agreement to give effect, to the maximum extent allowed, to the intent and meaning of the severed provision. (h) In the event the Company successfully enforces its rights against Customer hereunder, the Customer shall be required to pay the Company's attorneys' fees and court costs.



**SERVICE AGREEMENT
NON-HAZARDOUS WASTES**

NAME OF BUSINESS	TYPE OF BUSINESS	OF YEARS IN BUSINESS
MAILING ADDRESS	PHONE # () -	Proprietorship <input type="checkbox"/>
	FAX # () -	Partnership <input type="checkbox"/>
FEDERAL ID NO. OR SOCIAL SECURITY NO.		Corporation <input type="checkbox"/>
Government Agency <input type="checkbox"/> (State)		

OWNERS OR PRINCIPAL OFFICERS OF THE BUSINESS

NAME	HOME ADDRESS	TITLE	PHONE NUMBER () -
NAME	HOME ADDRESS	TITLE	PHONE NUMBER () -
PURCHASING AGENT			PHONE NUMBER () -
ACCOUNTS PAYABLE CONTACT			PHONE NUMBER () -

REFERENCES

ACCOUNTING ONLY

BANK REFERENCE: NAME, ADDRESS, CONTACT	PHONE # () -	DATE OPENED
	ACCOUNT #	AVG BALANCE
TRADE REFERENCE: NAME, ADDRESS, CONTACT	PHONE # () -	CREDIT HISTORY
	ACCOUNT #	DATE OPENED
TRADE REFERENCE: NAME, ADDRESS, CONTACT	PHONE # () -	AVG BALANCE
	ACCOUNT #	CREDIT HISTORY
TRADE REFERENCE: NAME, ADDRESS, CONTACT	PHONE # () -	DATE OPENED
	ACCOUNT #	AVG BALANCE
TRADE REFERENCE: NAME, ADDRESS, CONTACT	PHONE # () -	CREDIT HISTORY
	ACCOUNT #	DATE OPENED

**ADDITIONAL INFORMATION ROLL OFFS
SERVICE LOCATION:**

YOUR POSITION ON THE JOB OWNER GENERAL MANAGER – COMPLETE “A”
 SUB-CONTRACTOR – COMPLETE “A” & “B” MATERIALS MAN – COMPLETE “A”, “B” & “C”

A – WHO IS THE OWNER?	NAME	ADDRESS
B – WHO IS THE GENERAL CONTRACTOR?	NAME	ADDRESS
C – WHO IS THE SUB-CONTRACTOR?	NAME	ADDRESS
EXPECTED DATE OF COMPLETION ON PROJECT? / /	# OF LOADS EXPECTED TO HAUL	

HAVE YOU DONE BUSINESS WITH US IN THE PAST TWO YEARS? YES NO
 IF SO, UNDER WHAT NAME?

I AUTHORIZE RELEASE OF ALL INFORMATION NECESSARY TO OBTAIN CREDIT WITH
WASTE MANAGEMENT, INC. AND ITS SUBSIDIARIES



SERVICE AGREEMENT
NON-HAZARDOUS WASTES

SIGNATURE DATE
Account Name: New Account:
Account Number: Service Increase:
Sales Representative/ID: Service Decrease
Reason Code: Other:
SIC: Description:
MAS Library: Date/Time: 3/10/2015 7:15/2009 10:42 PM 12:34:58 PM

1. SALES REPRESENTATIVE

- Complete Customer Service Agreement (CSA)
Attach Pricing Analysis - AMP
Submit Credit Application for Approval (A Credit Verification is not Required on Permanent Commercial Accounts Under \$500.00):
Communicate Delivery Time to Customer - Promised Delivery Date:
Communicate First Pickup Date to Customer (Enter "On Call" for On Call Customers) - Promised First Pickup Date:

SITE AND SERVICE INFORMATION

- Gates/Enclosures
Gate/Enclosure: Yes / No If Yes, Describe:
Secured Access/Keys Required: Yes / No If Yes, Describe:
Do we have Access to Container at any Time: Yes / No If No, State Access Times:
Site
Overhead Obstructions (e.g., Low Wires, Signs, Ledges, Doors, Trees): Yes / No
Description:
Service Access Restrictions or Special Instructions (e.g., Trash Placed on Side Street or Back Alley, Tight Alley Way, One-Way Entrance, etc.):
Description:
On-Site Observation: Note any Existing Damage to Enclosure or Property:
Slanted Approach: Yes / No (If Yes, Wheels are Not Allowed)
Push Out Service: Yes / No Distance (Feet): Estimated Service Time:
Equipment Details (Circle Choices)
Customer Owned Equipment: Yes / No If Yes, Describe Condition:
Top: Slant or Standard - Available for 6yd / 8yd Only If Standard Top, Side Doors: Yes / No
(Reminder: Wheels Only Recommended for 2yd or 3yd with No Slanted Approach)
Sticker Requested: Yes / No If Yes, State Type:
Directions County: Map Grid Coordinates:

Directions to Site:
Placement of Container:

2. CREDIT DEPARTMENT

- Review Credit: Approved: Not Approved:
Information to Record on Screen 2: Status Codes: Credit Limit:
Send to Setup Coordinator: Date: Time: Initial:

3. SETUP COORDINATOR

- Review and Verify CSA is Complete. Review Pricing for Proper Sales Manager Approval.
Verify Complete Directions to Site, including Map Coordinates and Placement of Container
Record Sales Errors, if any:
Send to Data Entry: Date: Time: Initial:

4. DATA ENTRY

- Enter account into MAS - (Fill in Account # on Top of Form) • Check Pro-Ration:
Create Delivery Ticket: • Create First Pickup Ticket:
Completed Data Entry: Date: Time: Initial:

5. SETUP COORDINATOR

- Review MAS Account Creation (Screens 1, 2, 3, 4, 5, 10, 15, 18) and Communicate any Errors Back to Data Entry for



**SERVICE AGREEMENT
NON-HAZARDOUS WASTES**

Correction - Document Data Entry Errors, if Any:

- Enter New Account into Setup Database and Record Errors, if Any, into Setup Database



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request for Information

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Aug 18, 2020 at 12:49 PM

To: HELENE COTTON <hcotton@mac.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Cotton,

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 8/11/20 we received your request for the following information:

- Any and all documents that discuss the district's plan for aid positions and how aids will be utilized during online learning, including but not limited their role, where they will be physically located during online learning and whether and what they will be getting paid during online learning.

District Response: Aids will be paid for services provided, please see attached salary schedule.

No document responsive to the district's plan for aid positions and how aids will be utilized during online learning, including but not limited their role, where they will be physically located during online learning.

- Any and all documents that discuss the district's plan for staff/non-teaching or aid positions and how these professionals will be utilized during online learning, including but not limited their role, where they will be physically located during online learning and whether and what they will be getting paid during online learning.

District Response: Please find attached.

- The contract and term of our Superintendent and Principals, including their salaries.

District Response:

Superintendent's Contract - Please see attached.

[Principals' salaries](#)

- Any and all documents which discuss or reference how students with 504 plans will be supported during eLearning and how accommodations will be tracked and implemented, and how the accountability for those plans will be measured.

District Response: Please see attached.

- Any and all documents that provide process and protocols for metrics to move between steps on the learning plan continuum and whom the school is working with to determine those protocols - beyond the advisory committee.

District Response: The metrics are under development, but there are no current responsive documents.

Sincerely,

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

On Mon, Aug 10, 2020 at 9:21 PM 'HELENE COTTON' via FOIA <Foia@glenbrook225.org> wrote:

To whom it may concern:

I am requesting information pursuant to the Freedom of Information Act. Please provide the following documents to me.

Any and all documents that discuss the district's plan for aid positions and how aids will be utilized during online learning, including but not limited their role, where they will be physically located during online learning and whether and what they will be getting paid during online learning.

Any and all documents that discuss the district's plan for staff/non-teaching or aid positions and how these professionals will be utilized during online learning, including but not limited their role, where they will be physically located during online learning and whether and what they will be getting paid during online learning.

The contract and term of our Superintendent and Principals, including their salaries.

Any and all documents which discuss or reference how students with 504 plans will be supported during eLearning and how accommodations will be tracked and implemented, and how the accountability for those plans will be measured.

Any and all documents that provide process and protocols for metrics to move between steps on the learning plan continuum and whom the school is working with to determine those protocols - beyond the advisory committee.

Please note that the word documents includes any and all electronic communications (as well as hard copy documents), including but not in any way limited to emails, memos, summaries, notes, presentations, etc.

Please let me know if you need anything further from me.

Thanks for your assistance.

Helene Cotton
GBS Parent

Helene Cotton
Market Research Consultant
312-560-9146
hcotton@mac.com

5 attachments



504.pdf
108K



PARA_ Second Shift Schedule Dates.pdf
35K



Superintendent's Agreement 2019-2022.pdf
606K



Paraprofessional Salaries.pdf
64K



message to paraprofessionals.pdf
88K

EXHIBIT A

GLENBROOK HIGH SCHOOL DISTRICT 225 GESPA SALARY SCHEDULES

Paraprofessional - Entry Salaries

Paraprofessional Entry Salaries 2018-19 School Year								
STEP	Category I	Step %	Days:	260	188.5	188.5	186.5	186.5
			Hours:	8	8	7.5	8	7.5
A	15.51			\$32,260.80	\$23,389.08	\$21,927.26	\$23,140.92	\$21,694.61
B	16.13	4.00%		\$33,551.23	\$24,324.64	\$22,804.35	\$24,066.56	\$22,562.40
C	16.78	4.00%		\$34,893.28	\$25,297.63	\$23,716.53	\$25,029.22	\$23,464.89
D	17.45	4.00%		\$36,289.01	\$26,309.53	\$24,665.19	\$26,030.39	\$24,403.49
E	18.14	4.00%		\$37,740.57	\$27,361.92	\$25,651.80	\$27,071.60	\$25,379.63

Original Agreement
104.00% Step Increase

Paraprofessional Entry Salaries 2019-20 School Year								
STEP	Category I	Step %	Days:	260	188.5	188.5	186.5	186.5
			Hours:	8	8	7.5	8	7.5
A	15.74			\$32,744.71	\$23,739.92	\$22,256.17	\$23,488.03	\$22,020.03
B	16.06	2.00%		\$33,399.61	\$24,214.71	\$22,701.29	\$23,957.79	\$22,460.43
C	16.38	2.00%		\$34,067.60	\$24,699.01	\$23,155.32	\$24,436.95	\$22,909.64
D	16.71	2.00%		\$34,748.95	\$25,192.99	\$23,618.43	\$24,925.69	\$23,367.83
E	17.04	2.00%		\$35,443.93	\$25,696.85	\$24,090.80	\$25,424.20	\$23,835.19

Revised Per MOU
102.00% Step Increase
101.50% Base Increase

Paraprofessional Entry Salaries 2020-21 School Year							
STEP	Category I	Step %	Days:	186.5	186.5		
			Hours:	8	7.5		
A	16.02			\$23,899.07	\$22,405.38		
B	16.34	2.00%		\$24,377.06	\$22,853.49		
C	16.67	2.00%		\$24,864.60	\$23,310.56		
D	17.00	2.00%		\$25,361.89	\$23,776.77		
E	17.34	2.00%		\$25,869.13	\$24,252.31		

7/13/2020 Agreement
102.00% Step Increase
101.75% Base Increase

Building Supervisor - Hourly Rate

2019-20 School Year \$27.70

2020-21 School Year \$28.18

Subject: Important Paraprofessional Updates



Brad Swanson <bswanson@glenbrook225.org>

to Melissa Brown-Harris, Kenneth Flaws, Paul Han, Catherine Furse, Imran Ijaz, Sylvia Leon, Nickolas Lialios, Michele

You are viewing an attached message. Glenbrook High School District 225 Mail can't verify the a

Hi all,

In spite of all of the challenges during these recent months, I hope all of you and your families have remained safe

As we look toward returning this fall, I'd like to offer a few points of information and updates.

I am sure that over the past few months, all of us have either learned or been reminded of, the facts that change is

COVID-19 has certainly taught all of us these two lessons. With that in mind, we understand that every position ar
has never been greater. Having said that, we are looking positively toward the start of the year and have had man
regarding the role of paraprofessionals during the 2020-21 school year.

Let me start by reaffirming that we are **not exploring** any options to reduce any paraprofessional positions. All of
case throughout the school year.

The following information serves to outline a couple of new pieces of information.

- All paraprofessional positions are determined to be **In-Person status only** and not eligible to work remo
- **Screening Procedures** at all of our entrances will be dramatically enhanced and all paraprofessionals w
- Current paraprofessionals may be requested to serve in the role of an **Instructional Assistant**. If so, the
Please let your supervisor know if you want to be considered for an IA role. Please know that you will ne
that process if needed.
- Due to structural changes consistent with the Learning and Operational Plan (the 4-Step continuum with
implementing a first shift and a **Second Shift** for the paraprofessional position.
 - The 8-hour first shift will be from 6:45 AM until 3:15 PM, and the 8-hour second shift will be from 1
 - Please note that the individual paraprofessional's number of hours per day will remain the same c
shift.
 - Second shift paraprofessionals will be selected by first considering volunteers, and then secondly
 - There will be an hourly rate pay increase of 5% for a second shift paraprofessional.
 - The number of staff members working the second shift will be determined periodically by the builc
the following dates. Please know that the dates for determining future rounds of second shift sche
 - 8/15: Your notice of interest to work second shift is due to your supervisor
 - 8/17: Announcement of second shift schedule
 - 8/19 - 9/4: First Round of second shift schedule dates
 - [Click here for the ongoing Paraprofessional Second Shift Schedule Dates](#)

Thanks again to all of you for ongoing work in support of our students. Please let me or your supervisor know if yo

Thanks,
Brad

Brad Swanson
Assistant Superintendent for Human Resources
Glenbrook High Schools District 225

Hi all,

In spite of all of the challenges during these recent months, I hope all of you and your families have remained safe.

As we look toward returning this fall, I'd like to offer a few points of information and updates.

I am sure that over the past few months, all of us have either learned or been reminded of, the facts that change is inevitable, and many times we are not in control as much as we think.

COVID-19 has certainly taught all of us these two lessons. With that in mind, we understand that every position and role in the district has significantly changed, and the need for all of us to be flexible has never been greater. Having said that, we are looking positively toward the start of the year and have had many productive discussions with the administrative teams and GESPA leadership regarding the role of paraprofessionals during the 2020-21 school year.

Let me start by reaffirming that we are **not exploring** any options to reduce any paraprofessional positions. All of you are highly valued members of our district, and we fully anticipate that to be the case throughout the school year.

The following information serves to outline a couple of new pieces of information.

- All paraprofessional positions are determined to be **In-Person status only** and not eligible to work remotely.
- **Screening Procedures** at all of our entrances will be dramatically enhanced and all paraprofessionals will be trained accordingly.
- Current paraprofessionals may be requested to serve in the role of an **Instructional Assistant**. If so, the paraprofessional will be paid the appropriate difference for the time in an IA role. Please let your supervisor know if you want to be considered for an IA role. Please know that you will need to qualify for the IA license for the state of Illinois, and we will assist you through that process if needed.
- Due to structural changes consistent with the Learning and Operational Plan (the 4-Step continuum with possible movement from e-learning to full in-person learning formats), we will be implementing a first shift and a **Second Shift** for the paraprofessional position.

- The 8-hour first shift will be from 6:45 AM until 3:15 PM, and the 8-hour second shift will be from 1 PM until 9:30 PM.
- Please note that the individual paraprofessional's number of hours per day will remain the same during the first or second shift, and breaks and lunch/dinner break will mirror the first shift.
- Second shift paraprofessionals will be selected by first considering volunteers, and then secondly, utilizing the seniority list to determine a staff member's preference.
- There will be an hourly rate pay increase of 5% for a second shift paraprofessional.
- The number of staff members working the second shift will be determined periodically by the building administration. The first round of second shift assignments will be determined by the following dates. Please know that the dates for determining future rounds of second shift schedules will not be as compact.
 - 8/15: Your notice of interest to work second shift is due to your supervisor
 - 8/17: Announcement of second shift schedule
 - 8/19 - 9/4: First Round of second shift schedule dates
 - [Click here for the ongoing Paraprofessional Second Shift Schedule Dates](#)

Thanks again to all of you for ongoing work in support of our students. Please let me or your supervisor know if you have any or concerns.

Thanks,

Brad

Brad Swanson

Assistant Superintendent for Human Resources

Glenbrook High Schools District 225

3801 W. Lake Ave. Glenview, IL 60026

Office: 847.486.4704

Fax: 847.724.1793

Cell: 847.745.9706

Email: bswanson@glenbrook225.org

Website: www.glenbrook225.org

Notice of Interest Due to Supervisor	Annoucement Date of Second Shift Schedule	Second Shift Schedule Dates
8/15	8/17	8/19-9/4
8/26	8/28	9/8-9/18
9/9	9/11	9/21-10/2
9/23	9/25	10/5-10/16
10/7	10/9	10/19-10/30
10/21	10/23	11/2-11/13
11/4	11/6	11/16-11/24
11/18	11/20	11/30-12/18
12/2	12/4	1/4-1/15



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Special Education Reopening Information

1 message

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

Wed, Aug 12, 2020 at 11:20 AM

From: **Jennifer Pearson** <jpearson@glenbrook225.org>
Date: Fri, Aug 7, 2020 at 9:17 AM
Subject: Fwd: Special Education Reopening Information
To: Jason Markey <jmarkey@glenbrook225.org>, Lauren Fagel <lfagel@glenbrook225.org>, Eric Etherton <eeherton@glenbrook225.org>, Lara Cummings <lcummings@glenbrook225.org>, Kathy French <kfrench@glenbrook225.org>, Doug Strong <dstrong@glenbrook225.org>, Stacey Wolfe <swolfe@glenbrook225.org>

Letter sent to special education families via school messenger.
Thanks,
Jennifer

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

From: **Jennifer Pearson** <jpearson@glenbrook225.org>
Date: Fri, Aug 7, 2020 at 9:15 AM
Subject: Special Education Reopening Information
To: <jpearson@glenbrook225.org>

August 2020

Dear Families of Students with Special Services:

I hope this letter finds you well. As you are aware, on July 27, 2020, the Glenbrook District 225 Board of Education approved the [Learning and Operational Plan](#). Under the plan, all District 225 students and staff will begin the 2020-2021 school year as scheduled on Wednesday, August 19, under an E-Learning format.

Even while all students, including students with IEPs and 504 plans, will begin the year in Step 1 with e-Learning, the district is committed to ensuring that students with disabilities also have equal access to the same opportunities as their general education peers, and the district will ensure that, to the greatest extent possible under these unique circumstances, each student with a disability is provided the special education and related services identified in the student's IEP developed under IDEA, or a plan developed under Section 504.

E-Learning will look different than it did in the spring. Students will follow a structured schedule with required synchronous sessions in every class. Our teams have been working hard to address concerns related to student safety, academic engagement, social/emotional needs, executive functioning supports, and more. We received great feedback and ideas from families and have utilized that information in planning. Some key themes that came from the special education parent focus groups included: mask wearing, managing unpredictability and transitions, the need for social connections and building relationships with teachers, student engagement and accountability during remote learning, student workload and school work/life balance, student's mental health, etc. Those topics are being addressed in a variety of ways, including classroom instruction, student activities, and parent education events.

As we begin the school year the week of August 17th, your student's educational team will be in communication with your family and other team members (the special education team, general education teacher) to receive an update on your child and gather information and data to determine what has been working well, what has been a challenge, hear more about your individual concerns, and identify any additional supports your child may need to be successful during remote instruction.

As we approach Step 2 and 3 of the Learning Plan, the district will work with staff and families to determine which students may require prioritization of in-person learning support services and/or additional interventions

when it is safe, and what accommodations may be needed as students gradually return. We are also working closely with NSSED for those students who receive special education and related services (e.g. OT or PT) through NSSED. Generally, [NSSED's Reopening Plan](#) aligns with our district practices. For students in programs outside of the district, your child's program will be sharing their learning plans directly with you, if they have not already done so.

As students and families plan for return to the physical school building, an important safety component is students' ability to comply with face mask requirements. Please practice and reinforce this critical skill with your child. We understand that it may be difficult for some students, especially students with disabilities, to wear or tolerate masks. If an individual has a medical condition and is unable to wear a face-covering due to the medical condition, we require the submission of the district's Face Covering Exemption Form to the home school's Student Services department. Upon review of the completed and verified form, the district will schedule a meeting with parents/guardians and the student's Section 504/IEP team (if applicable) to review the form and consider accommodations or interventions for the student. Additional resources and parent education will be forthcoming to help parents assist children who have difficulty wearing a face mask. It is such an essential skill to learn not only for school but for employment, and community participation.

Special Education Service Delivery: As is our current practice, in some cases, a student with an Individual Education Program (IEP) or 504 plan can access and progress in any learning environment through built-in supports and accessibility, with minimal accommodations while others may require extensive special education and related services as deemed appropriate to meet the needs of the individual student. The district will provide a continuum of services and support available to students with disabilities based on their individual needs.

Related Services: If a student receives counseling or speech or other related services per the IEP or 504 plan, the district will be providing those services, but they may look different based on the district learning platform and individual needs of the student. Even when in-person instruction begins, teletherapy may continue to be used as an alternative when deemed appropriate.

IEP Meetings: The district will adhere to timelines for annual IEP meetings. Meetings will continue to be held virtually to the greatest extent possible; however, if the parent is not able to participate or is not agreeable, the meeting will be scheduled at another time that is mutually agreeable. During an in-person meeting, all IDPH requirements must be met including but not limited to wearing appropriate PPE, social distancing as much as possible, complying with capacity limits, and symptom and temperature screenings. If a meeting is held in-person, all participants will have the option to participate remotely.

Evaluations and Reevaluations: The district will make every effort to complete all unfinished initial evaluations and reevaluations that were in progress prior to school closures and during school closures as promptly as possible. The IEP or 504 teams shall complete missing portions of the evaluation as soon as possible once the district or other serving entity returns to in-person instruction, after which the IEP or 504 team will be convened to review the results and determine or revisit eligibility and develop or revise the plan, as appropriate. Evaluations may still be held virtually to the greatest extent possible; however, the district and other serving entities may conduct evaluations in person in adherence to all state and local safety guidelines during the administration of evaluations.

Community-Based Instruction (CBI)/Job Coaching: During the limited return to in-person instruction (Step 2), districts and other serving entities have been encouraged by the ISBE to meet the transition plans of students with disabilities through activities such as virtual field trips, online work experience, and career exploration research. ISBE has also recommended that districts and other serving entities consult with their local health department and legal counsel when resuming community-based transition services and activities. It is the district's plan to resume instruction in vocational training and life skills in the community. During Step 1 of the district's plan, we will continue transition services remotely. In Step 2 and/or 3, we will gradually return to community-based instruction and services under the conditions outlined in the [attached plan](#).

Supports for Students Who Require 1:1 Assistance: The district will continue to provide needed 1:1 assistance as needed per the IEP for students across learning platforms. For students who require 1:1 assistance, but cannot wear facing coverings or comply with social distancing requirements, the district will consider and determine, on an individualized basis, when school resumes in-person whether a student's medical or disability-based needs can be safely accommodated during in-person learning in collaboration with the school nurse and IEP team. The district will consider accommodations and other personal protective equipment options for both students and staff. There are a wide variety of face coverings which the district may explore as potential reasonable accommodations. Other potential reasonable accommodations may include not requiring a face covering, but requiring additional PPE coverings for other staff working with the student, use of alternative spaces configurations, or utilizing intervention strategies such as working with a student to increase their tolerance to a face covering. Maintaining strict social distancing will not likely be feasible due to the personal nature of common care and services, including feeding, toileting, hand-over-hand assistance, physical therapy, and occupational therapy. Appropriate PPE shall be used in conjunction with increased hand hygiene. The district

will work closely with parents, teachers, school nurses, as well as the student's medical provider, to determine safe alternatives to in-person instruction for students who are medically fragile or if accommodations are insufficient to meet their needs in-person.

Special Transportation: Special transportation will be provided per the individual student's IEP when in-person instruction resumes. The district is coordinating with transportation vendors to ensure they follow the [District's Special Transportation guidelines](#).

Over the coming weeks, more information will be forthcoming to prepare you and your child for the upcoming school year and changes they may anticipate to prepare for school. In the meantime, please feel free to reach out to the instructional supervisor for special education or me if you have any questions. For general school communications, calendar updates and resources, please visit our district [website](#).

A special thank you to our Special Education Parent Association representatives, Karen Hitzeman, Moira Hathcock, and Patty Baeckelandt, for all of their time preparing for and participating in our special education parent focus groups, and planning together for the upcoming year!

Lastly, thank you to all of you for your continued partnership and please take care.

Best regards,

Jennifer

Dr. Jennifer Pearson, Director of Special Education

[Letter #7 Reopening - Families of Students with Special Services.pdf](#)

Glenbrook High School District 225 would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Glenbrook High School District 225 directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

--

Dr. Jennifer Pearson, Director of Special Education
Glenbrook High Schools #225
3801 W. Lake Avenue, Suite 200
Glenview, IL 60026
Phone: 847-486-4708
Fax: 847-486-4739
Email: jpearson@glenbrook225.org

--

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



Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Special Education Reopening Information

1 message

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

Wed, Aug 12, 2020 at 11:20 AM

From: **Jennifer Pearson** <jpearson@glenbrook225.org>
Date: Fri, Aug 7, 2020 at 9:17 AM
Subject: Fwd: Special Education Reopening Information
To: Jason Markey <jmarkey@glenbrook225.org>, Lauren Fagel <lfagel@glenbrook225.org>, Eric Etherton <eeherton@glenbrook225.org>, Lara Cummings <lcummings@glenbrook225.org>, Kathy French <kfrench@glenbrook225.org>, Doug Strong <dstrong@glenbrook225.org>, Stacey Wolfe <swolfe@glenbrook225.org>

Letter sent to special education families via school messenger.
Thanks,
Jennifer

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

From: **Jennifer Pearson** <jpearson@glenbrook225.org>
Date: Fri, Aug 7, 2020 at 9:15 AM
Subject: Special Education Reopening Information
To: <jpearson@glenbrook225.org>

August 2020

Dear Families of Students with Special Services:

I hope this letter finds you well. As you are aware, on July 27, 2020, the Glenbrook District 225 Board of Education approved the [Learning and Operational Plan](#). Under the plan, all District 225 students and staff will begin the 2020-2021 school year as scheduled on Wednesday, August 19, under an E-Learning format.

Even while all students, including students with IEPs and 504 plans, will begin the year in Step 1 with e-Learning, the district is committed to ensuring that students with disabilities also have equal access to the same opportunities as their general education peers, and the district will ensure that, to the greatest extent possible under these unique circumstances, each student with a disability is provided the special education and related services identified in the student's IEP developed under IDEA, or a plan developed under Section 504.

E-Learning will look different than it did in the spring. Students will follow a structured schedule with required synchronous sessions in every class. Our teams have been working hard to address concerns related to student safety, academic engagement, social/emotional needs, executive functioning supports, and more. We received great feedback and ideas from families and have utilized that information in planning. Some key themes that came from the special education parent focus groups included: mask wearing, managing unpredictability and transitions, the need for social connections and building relationships with teachers, student engagement and accountability during remote learning, student workload and school work/life balance, student's mental health, etc. Those topics are being addressed in a variety of ways, including classroom instruction, student activities, and parent education events.

As we begin the school year the week of August 17th, your student's educational team will be in communication with your family and other team members (the special education team, general education teacher) to receive an update on your child and gather information and data to determine what has been working well, what has been a challenge, hear more about your individual concerns, and identify any additional supports your child may need to be successful during remote instruction.

As we approach Step 2 and 3 of the Learning Plan, the district will work with staff and families to determine which students may require prioritization of in-person learning support services and/or additional interventions

when it is safe, and what accommodations may be needed as students gradually return. We are also working closely with NSSED for those students who receive special education and related services (e.g. OT or PT) through NSSED. Generally, [NSSED's Reopening Plan](#) aligns with our district practices. For students in programs outside of the district, your child's program will be sharing their learning plans directly with you, if they have not already done so.

As students and families plan for return to the physical school building, an important safety component is students' ability to comply with face mask requirements. Please practice and reinforce this critical skill with your child. We understand that it may be difficult for some students, especially students with disabilities, to wear or tolerate masks. If an individual has a medical condition and is unable to wear a face-covering due to the medical condition, we require the submission of the district's Face Covering Exemption Form to the home school's Student Services department. Upon review of the completed and verified form, the district will schedule a meeting with parents/guardians and the student's Section 504/IEP team (if applicable) to review the form and consider accommodations or interventions for the student. Additional resources and parent education will be forthcoming to help parents assist children who have difficulty wearing a face mask. It is such an essential skill to learn not only for school but for employment, and community participation.

Special Education Service Delivery: As is our current practice, in some cases, a student with an Individual Education Program (IEP) or 504 plan can access and progress in any learning environment through built-in supports and accessibility, with minimal accommodations while others may require extensive special education and related services as deemed appropriate to meet the needs of the individual student. The district will provide a continuum of services and support available to students with disabilities based on their individual needs.

Related Services: If a student receives counseling or speech or other related services per the IEP or 504 plan, the district will be providing those services, but they may look different based on the district learning platform and individual needs of the student. Even when in-person instruction begins, teletherapy may continue to be used as an alternative when deemed appropriate.

IEP Meetings: The district will adhere to timelines for annual IEP meetings. Meetings will continue to be held virtually to the greatest extent possible; however, if the parent is not able to participate or is not agreeable, the meeting will be scheduled at another time that is mutually agreeable. During an in-person meeting, all IDPH requirements must be met including but not limited to wearing appropriate PPE, social distancing as much as possible, complying with capacity limits, and symptom and temperature screenings. If a meeting is held in-person, all participants will have the option to participate remotely.

Evaluations and Reevaluations: The district will make every effort to complete all unfinished initial evaluations and reevaluations that were in progress prior to school closures and during school closures as promptly as possible. The IEP or 504 teams shall complete missing portions of the evaluation as soon as possible once the district or other serving entity returns to in-person instruction, after which the IEP or 504 team will be convened to review the results and determine or revisit eligibility and develop or revise the plan, as appropriate. Evaluations may still be held virtually to the greatest extent possible; however, the district and other serving entities may conduct evaluations in person in adherence to all state and local safety guidelines during the administration of evaluations.

Community-Based Instruction (CBI)/Job Coaching: During the limited return to in-person instruction (Step 2), districts and other serving entities have been encouraged by the ISBE to meet the transition plans of students with disabilities through activities such as virtual field trips, online work experience, and career exploration research. ISBE has also recommended that districts and other serving entities consult with their local health department and legal counsel when resuming community-based transition services and activities. It is the district's plan to resume instruction in vocational training and life skills in the community. During Step 1 of the district's plan, we will continue transition services remotely. In Step 2 and/or 3, we will gradually return to community-based instruction and services under the conditions outlined in the [attached plan](#).

Supports for Students Who Require 1:1 Assistance: The district will continue to provide needed 1:1 assistance as needed per the IEP for students across learning platforms. For students who require 1:1 assistance, but cannot wear facing coverings or comply with social distancing requirements, the district will consider and determine, on an individualized basis, when school resumes in-person whether a student's medical or disability-based needs can be safely accommodated during in-person learning in collaboration with the school nurse and IEP team. The district will consider accommodations and other personal protective equipment options for both students and staff. There are a wide variety of face coverings which the district may explore as potential reasonable accommodations. Other potential reasonable accommodations may include not requiring a face covering, but requiring additional PPE coverings for other staff working with the student, use of alternative spaces configurations, or utilizing intervention strategies such as working with a student to increase their tolerance to a face covering. Maintaining strict social distancing will not likely be feasible due to the personal nature of common care and services, including feeding, toileting, hand-over-hand assistance, physical therapy, and occupational therapy. Appropriate PPE shall be used in conjunction with increased hand hygiene. The district

will work closely with parents, teachers, school nurses, as well as the student's medical provider, to determine safe alternatives to in-person instruction for students who are medically fragile or if accommodations are insufficient to meet their needs in-person.

Special Transportation: Special transportation will be provided per the individual student's IEP when in-person instruction resumes. The district is coordinating with transportation vendors to ensure they follow the [District's Special Transportation guidelines](#).

Over the coming weeks, more information will be forthcoming to prepare you and your child for the upcoming school year and changes they may anticipate to prepare for school. In the meantime, please feel free to reach out to the instructional supervisor for special education or me if you have any questions. For general school communications, calendar updates and resources, please visit our district [website](#).

A special thank you to our Special Education Parent Association representatives, Karen Hitzeman, Moira Hathcock, and Patty Baeckelandt, for all of their time preparing for and participating in our special education parent focus groups, and planning together for the upcoming year!

Lastly, thank you to all of you for your continued partnership and please take care.

Best regards,

Jennifer

Dr. Jennifer Pearson, Director of Special Education

[Letter #7 Reopening - Families of Students with Special Services.pdf](#)

Glenbrook High School District 225 would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Glenbrook High School District 225 directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

--

Dr. Jennifer Pearson, Director of Special Education
Glenbrook High Schools #225
3801 W. Lake Avenue, Suite 200
Glenview, IL 60026
Phone: 847-486-4708
Fax: 847-486-4739
Email: jpearson@glenbrook225.org

--

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

SUPERINTENDENT’S EMPLOYMENT AGREEMENT (2019-2022)

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

IT IS AGREED:

1. EMPLOYMENT

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

2. DUTIES

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

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

3. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

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

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

4. COMPENSATION

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

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

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

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

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

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

5. DEFERRED COMPENSATION

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

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

6. EVALUATION

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

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

7. LICENSURE

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

8. OTHER WORK

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

9. TERMINATION OF AGREEMENT

This Employment Agreement may be terminated by:

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

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

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

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

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

10. PROFESSIONAL ACTIVITIES

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

11. VACATION

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

12. SICK LEAVE AND DISABILITY

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

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

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

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

13. HOSPITALIZATION/MAJOR MEDICAL INSURANCE

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

14. TERM LIFE INSURANCE

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

15. MEDICAL EXAMINATION

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

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

16. MEMBERSHIP DUES

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

17. NOTICE

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

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

If to the SUPERINTENDENT, to: Dr. Charles Johns

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

18. BUSINESS EXPENSES

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

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

19. OTHER BENEFITS AND LEAVE

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

20. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION

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

21. PROFESSIONAL LIABILITY

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

22. WAIVER OF TENURE

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

23. PREVAILING PARTIES

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

24. MISCELLANEOUS

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

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

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



DR. CHARLES JOHNS

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

By: 

President

ATTEST:



Secretary

EXHIBIT A
SUPERINTENDENT GOALS AND INDICATORS

GOAL 1 – The Superintendent will promote academic improvement.

INDICATOR –

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

GOAL 2 – The Superintendent will promote enhanced student performance.

INDICATOR –

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



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request for Information

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Aug 18, 2020 at 12:49 PM

To: kathy kapsim <kkapsimalis@yahoo.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Kapsimalis,

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 8/11/20 we received your request for the following information:

- Documents which in any way demonstrate efforts made by the district to attempt to secure substitute teachers and teacher aids for the upcoming 2020-2021 school year and any documents which reflect the percentage of those substitute teachers and teacher aids who are willing to work in-person this coming school year.

District Response: Please see attached.

- Any and all documents which reflect negotiations and/or discussions between the district and the teachers' union which in any way relate to COVID and the school year 2020-2021.

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 Mon, Aug 10, 2020 at 11:33 PM 'kathy kapsim' via FOIA <Foia@glenbrook225.org> wrote:

Dear Dr. Williamson,

I am requesting information pursuant to the Freedom of Information Act. Please provide the following documents to me.

Documents which in any way demonstrate efforts made by the district to attempt to secure substitute teachers and teacher aids for the upcoming 2020-2021 school year and any documents which reflect the percentage of those substitute teachers and teacher aids who are willing to work in-person this coming school year.

Any and all documents which reflect negotiations and/or discussions between the district and the teachers' union which in any way relate to COVID and the school year 2020-2021.

Please note that the word documents includes any and all electronic communications (as well as hard copy documents), including but not in any way limited to emails, memos, summaries, notes, presentations, etc.

Please let me know if you need anything further from me.

Thanks for your assistance,

Kathy Kapsimalis

GBS Parent

2 attachments

 **D225 Substitute Survey_ July 2020.pdf**
39K

 **Agendas.pdf**
265K

Joint Meeting of the Cabinet and GEA Leadership re: Remote Learning Days
Thursday, May 28, 2020 - 2:30 PM

Agenda

1. Survey Update
2. Fall 2020: Plan A, B and C
3. Communication
4. Physical Distancing Learning Spaces
5. Scenario: Remote
6. What would in-person look like?
7. Common Platforms - Google Classroom and Zoom

Joint Meeting of the Cabinet and GEA Leadership re: Remote Learning Days
Thursday, May 21, 2020 - 2:30 PM

Agenda

1. Establish the Reopening Planning Group
2. Revised Student Survey
3. Reiterate the purpose of June 5 - final staff workday
4. Summer Professional Development - **draft plan**

Joint Meeting of the Cabinet and GEA Leadership re: Remote Learning Days
Thursday, May 14, 2020 - 2:30 PM

Agenda

1. Summer School Update
2. Summer Camps Update
3. Graduation Update
4. Directions for end of year grading coming soon
5. Re-entry Planning
6. Update: Board Policy 6433

Joint Meeting of the Cabinet and GEA Leadership
Thursday, May 7, 2020 - 2:30 PM

Agenda

1. Summer School
2. Technology Updates
3. Plan for Reopening

Governor's [Restore Illinois Plan](#)

Joint Meeting of the Cabinet and GEA Leadership re: Remote Learning Days
Thursday, June 25, 2020 - 1:30 PM

Agenda

1. Staff Survey
2. Update on Recently Released ISBE Guidance and PPT from ISBE webinar
3. ISBE is stressing going back to school argument - i.e. child care centers would cause more spread
4. What is a date that we all feel would be the latest we could make a final decision?
5. Cancel Next Week's Meeting?

Joint Meeting of the Cabinet and GEA Leadership re: Remote Learning Days
Thursday, June 18, 2020 - 2:30 PM

Agenda

1. Return to Work Survey for Staff
2. Operational Plan for the Board

Joint Meeting of the Cabinet and GEA Leadership
Tuesday, July 21, 2020

Agenda

1. E-Learning and Hybrid Logistics
2. Discussion of the Learning and Operational Plan for the 2020-21 School Year
3. "Bob's Model" :-)

Joint Meeting of the Cabinet and GEA Leadership
Thursday, July 9, 2020

Agenda

1. Update: Parent, Staff, Student Focus Groups - July 13 - 22
2. Update: Special Education Parent Focus Groups planned for July 21, 23
3. Pause on consideration of full return model with 100% present each day
4. GEA Survey Results
5. Focus on further development of 50% hybrid model
6. Further discussion on possible accommodations for teachers who cannot work in person

Joint Meeting of the Cabinet and GEA Leadership
Thursday, July 2, 2020 - 1:30 PM

Agenda

1. Integration of Google Classroom with PowerSchool
2. Draft E-Learning Report
3. Re-Opening Model Comparison
4. Return to School Survey
5. Fully Open Plan - Elements to consider for students and staff who are able to attend

Joint Meeting of the Cabinet and GEA Leadership
Thursday, August 13, 2020

Agenda

1. Confirm GEA Reps (2) for Advisory Committee
2. Request for Technology Equipment and Internet Services
3. New IDPH Guidance on Masks in Schools
4. 6th Assignments
5. Stipends
6. Evaluation Process
7. Planning Days / Late Arrival Days
8. Office Hours

Joint Meeting of the Cabinet and GEA Leadership
Thursday, August 6, 2020

Agenda

1. Touch-Base
2. Preparation for Board meeting on Monday, August 10
3. Coaching stipends
 - a. IHSA revised season
4. Remote Learning Planning Days
5. Procedures for Quarantine and Use of Sick Time, etc.



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Wed, Aug 12, 2020 at 1:32 PM

To: Doris Appel <dorisappel@comcast.net>

Bcc: egeallis@glenbrook225.org

Dear Ms. Appel,

We do not have what you refer to as a "transcript;" we sent you the minutes and the recording from the meeting as these are the only documents we have that are responsive to your request. The attached file is the verbatim recording.

The only items required under the Open Meetings Act are to maintain the approved minutes and now under the Governor's Executive Order, the audio recording of the meeting.

Thank you,

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 Tue, Aug 11, 2020 at 12:48 PM Doris Appel <dorisappel@comcast.net> wrote:

Thank you for your prompt response, but I had asked for a transcript of the meeting and instead I only received the Minutes. Kindly advise.

Thank you,

Doris Appel

Sent from my iPhone

On Aug 11, 2020, at 12:28 PM, Rosanne Marie Williamson <rwilliamson@glenbrook225.org> wrote:

Dear Ms. Appel,

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 8/11/20 we received your request for the following information:

- A copy of the transcript from the D225 Board of Education Meeting dated 7/27/2020

District Response: Please find 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 Mon, Aug 10, 2020 at 10:08 PM Doris Appel <dorisappel@comcast.net> wrote:

Dr. Roseanne Williamson,

Kindly provide a copy of the transcript from the D225 Board of Education Meeting dated 7/27/2020. I missed a large portion of the beginning of that very important meeting and I cannot find a recording available on the district's website.

Thank you very much,

Doris Appel

--

 [GMT20200728-001007_Board-of-E_1976x1050.mp4](#)

<05.00.G.a. 07.27.20 Special Meeting Open.Minutes.doc.pdf>

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, JULY 27, 2020**

A special meeting of the Board of Education, School District No. 225 was held on Monday, July 27, 2020, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.*

*** It has been determined by the President of the Board of Education and the Superintendent that it is not practical or prudent to hold an in-person meeting because of the disaster declared by Governor Pritzker. This meeting will be conducted by audio conference using the Zoom webinar platform pursuant to [Public Act 101-0640 \(5 ILCS 120/7e\)](#)**

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

Doughty (in person), Glowacki (in person), Kim, Shein, Sztainberg, Taub

Absent: Hanley

Also present: Fagel, Geallis, Gravel (in person), Johns (in person), Markey, Pearson, Raffles, Swanson, Whipple, Williamson

Approval of Agenda for this Meeting

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

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

Recognition of Community Visitors

Community members commented on:

- Reopening Plan

Board and Superintendent Reports

The administration:

- Noted that over the past weekend, our athletic camps at Glenbrook North experienced a significant number of athletes and coaches quarantined, per

7/27/20

Cook County Department of Health requirements, for 14-days, due to potential exposure to COVID

- Shared this comes on the heels of a similar situation that emerged at Glenbrook South two weeks ago, just as camps were about to begin
- Stated these circumstances highlight that even with so many precautions, such as face masks, outdoor air, and social distancing, potential outbreaks may still occur
- Thanked our families and staff who have let us know when they are experiencing symptoms, have been in contact with an infected person, or have themselves tested positive for COVID; explained this sharing of information allows the Cook County Health Department to engage in contact tracing and help to reduce the spread of the virus

Motion to Approve Consent Agenda Items

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the following items on the consent agenda

- A. Appointments
 - a. Certified
 - b. Support Staff
- B. Resignations/Terminations
 - a. Certified
 - b. Support Staff
- C. Minutes
 - a. July 13, 2020, Regular Board Meeting
 - b. July 13, 2020, Closed Board Meeting
- D. Approval of Textbook Changes
- E. Retirement Declarations
 - a. Non-certified Staff

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

nay: none

Motion carried 6-0.

Resolution to Approve the Learning and Operational Plan for the 2020-21 School Year

- a. **Learning and Operational Plan for the 2020-21 School Year**
 - i. **Summary of the Learning and Operational Plan**
 - ii. **Presentation of the Learning and Operational Plan**

The Board president:

- Shared the goal of the plan is:
 - To navigate Covid-19 together
 - Getting our students back into the buildings
 - Keeping students and our staff healthy
- Thanked all those involved in this comprehensive plan
- Noted that cooperation even when not agreeing on all decisions are the hallmarks of our district's success
- Looks forward to working together to deliver a high-quality, meaningful and engaging academic and extracurricular experiences for all students throughout the 2020-2021 school year
- Stated we are committed to excellence in the 4 A's: Academics, Athletics, Activities, and the Arts

The administration:

- Reviewed the plan
 - Shared guiding principles
 - Learning Plan Continuum and Indicators
 - Step 1: All Students E-Learning with Extracurricular Activities
 - Step 2: E-Learning and Gradual Return of Groups
 - Step 3: AM/PM Hybrid Schedule
 - Step 4: All Students In-Person
 - Family Choice to Continue Full-Time E-Learning
 - Movement Along the Continuum
 - Based on advisory committee
 - Shared the timeline (Announcement Date and Possible Movement Date)
 - Learning and Operational Plan Resources

Board members:

- Asked that we share the matrix used to make the decision to move through the learning continuum
- Noted the teaching and learning experience during Step 1 will be significantly different from what took place in the spring, when state mandates limited our ability to deliver a high-quality e-learning experience
- Shared expectations for our teachers
- Suggested we try to help find childcare solutions for teachers (with no cost to the district)
- Discussed having teachers deliver e-learning from the buildings

In response to board members' questions, the administration:

- Commented that the governor said school districts that don't follow state public health guidance could face lawsuits and other liabilities
- Believes we will be able to follow state guidance over time, but we just received a new set of guidelines Thursday afternoon
- Shared challenges
 - Social distancing
 - Buildings resources

- Supervision resources
- Provided possible options for dealing with possible teacher shortages or quarantined teachers
- Strongly encourage teachers who would like to use classroom or building resources to do so
- Explained the reasoning for the possible divide by alpha vs grade levels
- Stated a transition to a hybrid model would come only when ALL the following indicators are met:
 - Compliance with Local Health Guidance
 - Implemented Contact Tracing Protocol and Measures to Support Contact Tracing
 - Implementation of 6 Foot Social Distancing Strategies
 - Implemented Cleaning Protocol and Supplies
 - Sufficient Inventory/Access to Required PPE
 - Sufficient Staff to Provide Supervision (Including Substitute Availability)
 - Pedagogical Considerations (Instructional Integrity and Stability for All)
- Noted that if there were an emergency, the scheduled possible movement date may need to be adjusted without previous notice
- Is still examining other scheduling models, but noted the reasoning behind the AM/PM hybrid schedule model
- Briefly shared ideas for Freshman Orientation being discussed
- Stated our nurses are the point of contact with the CCDPH
- Outlined employee's benefits with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19 including but not limited to; Families First Coronavirus Response Act (FFCRA or Act), Americans with Disabilities Act (ADA) and the Rehabilitation Act (which include the requirement for reasonable accommodation and non-discrimination based on disability, and rules about employer medical examinations and inquiries)
- Provided clarification and expectations on recording class sessions
- Noted exact guidance has not been provided for teacher evaluations, but noted, as was done in summer school, IS's will drop in to provide informal feedback (not part of the formal evaluation process)
- Reviewed professional development opportunities as well as instructional coaching for teachers who are struggling with e-learning
- Stated they have received positive feedback from summer school and the quality of teaching
- Provided clarification on contact tracing protocols

Mrs. Hanley was not able to join the meeting, but asked her comments be read, she noted:

- In favor of the proposed plan
- The importance of keeping the safety of students and staff as a priority
- The crucial importance of open communication

Resolution to Approve the Learning and Operational Plan for the 2020-21 School Year

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the learning and operational plan for the 2020-21 school year with the following amendments:

- The Superintendent is directed to further define the criteria for movement from one step to another, whether quantitative or qualitative, and share the updated criteria with the Board and community by the start of the school year as part of the first scheduled announcement.
- All staff are strongly encouraged to be present and teach from the school building. If this is not practical, given the unique circumstances of the staff member, they will provide their services in an appropriate, remote environment that has been approved by their supervisor. Additionally, all staff will participate in e-learning and remote work training, appropriate for their position, so that they can be fully engaged and available to students during the school day.

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

nay: none

Motion carried 6-0.

Approval to Make Available the FY Tentative Budget and to Schedule a Public Hearing on the FY Budget

The administration:

- Stated the FY 2020-21 tentative budget and supporting materials were presented to the Finance Committee on Thursday, July 23, 2020
- Shared key findings
- Noted the tentative budget is a balanced budget
- Recommends that the Board of Education make available the FY 2020-21 Tentative Budget for public inspection on Wednesday, July 29, 2020, and to schedule a public hearing on the adoption of the FY2020-21 budget on Monday, September 14, 2020

In response to board members' questions the administration:

- Provided an estimate of final salaries
- Stated health insurance savings are included in the tentative budget
- Commented that salaries are not all posted yet and because of Covid-19 there are additional savings on salaries
- Explained that purchased services reduction will be recorded differently once the budget is audited

Revised 2020-2021 School Year Calendar for Review

The administration stated:

7/27/20

- Recent state legislation mandates that Election Day (November 3) is a school holiday
- We are not permitted to hold class nor hold a teacher institute day
- As a result, we need to change the calendar
- The day is being made up by removing the Emergency Day (March 29)

Revised 2020-2021 School Year Calendar for Review

Motion by Mr. Glowacki, seconded Dr. Sztainberg by to approve the revised 2020-2021 school year calendar as discussed.

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

nay: none

Motion carried 6-0.

Possible Topics for Future Board Meetings

Update on e-learning and any stats on how students are doing.

Future Regular Meeting Dates:

Monday, August 10, 2020 - 7:00 p.m.-Regular Board Meeting

Adjournment

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adjourn the meeting at approximately 10:31 p.m.

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

Motion carried 6-0.

* Doughty, Glowacki, Kim, Shein, Sztainberg, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION



Elaine Geallis <egeallis@glenbrook225.org>

Re: FOIA Request for Information

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Aug 18, 2020 at 12:50 PM

To: Levy Pauline <Pauline.Levy@us.mcd.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Levy,

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 8/11/20 we received your request for the following information:

- Copies of any and all survey(s), including each question, provided to teachers at Glenbrook 225 which in any way relates to COVID.
District Response: Please see attached document.
- Any and all documents which demonstrate or in any way discuss or relate to the responses by Glenbrook 225 teachers to the survey(s) referenced above.
District Response: Please see attached document.
- Documents which relate in any way to teachers' requests for child care accommodations and the district's investigation into child care options for teachers, including the costs associated with those options and discussions regarding possible district funding of those options.
District Response: Please see attached document. No document responsive to the cost associated with those options and discussions regarding possible district funding of those options.
- Any documentation that may explain why the district is planning to make and the district's thinking behind making accommodations for teachers where such accommodations are not required by the ADA, such as accommodations related to family member health conditions and child care accommodations.
District Response: No responsive documents.

Sincerely,

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

On Mon, Aug 10, 2020 at 9:07 PM Levy Pauline <Pauline.Levy@us.mcd.com> wrote:

To whom it may concern:

I am requesting information pursuant to the Freedom of Information Act. Please provide the following documents to me.

Copies of any and all survey(s), including each question, provided to teachers at Glenbrook 225 which in any way relates to COVID.

Any and all documents which demonstrate or in any way discuss or relate to the responses by Glenbrook 225 teachers to the survey(s) referenced above.

Documents which relate in any way to teachers' requests for child care accommodations and the district's investigation into child care options for teachers, including the costs associated with those options and discussions regarding possible district funding of those options.

Any documentation that may explain why the district is planning to make and the district's thinking behind making accommodations for teachers where such accommodations are not required by the ADA, such as accommodations related to family member health conditions and child care accommodations.

Please note that the word documents includes any and all electronic communications (as well as hard copy documents), including but not in any way limited to emails, memos, summaries, notes, presentations, etc.

Please let me know if you need anything further from me.

Thanks for your assistance.


Pauline Levy

GBS Parent

The information contained in this e-mail and any accompanying documents is confidential, may be privileged, and is intended solely for the person and/or entity to whom it is addressed (i.e. those identified in the "To" and "cc" box). They are the property of McDonald's Corporation. Unauthorized review, use, disclosure, or copying of this communication, or any part thereof, is strictly prohibited and may be unlawful. If you have received this e-mail in error, please return the e-mail and attachments to the sender and delete the e-mail and attachments and any copy from your system. McDonald's thanks you for your cooperation.

2 attachments

 **D225 Staff Survey_ June 2020.pdf**
50K

 **Accomodations.pdf**
97K

Staff Accommodation Requests

All Accommodation Requests				
	Total Requests	Work Group FTE	% of Total Requests	% of Work Group with Requests
Certified	153	533	85%	29%
Non-Certified	28	225	15%	12%
All Staff	181	758		24%

	Personal Medical			Family Medical			Child Care		
	Total Requests	% of All Work Group Requests	% of Work Group with Requests	Total Requests	% of All Work Group Requests	% of Work Group with Requests	Total Requests	% of All Work Group Requests	% of Work Group with Requests
Certified	39	25%	7%	29	19%	5%	85	56%	16%
Non-Certified	10	36%	4%	8	29%	4%	10	36%	4%
All Staff	49	27%	6%	37	20%	5%	95	52%	13%



Re: Sorry - one last clarification! - CBS Chicago FOIA

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Tue, Aug 18, 2020 at 12:53 PM

To: "Youngerman, Michele A" <MAYoungerman@cbs.com>

Bcc: egeallis@glenbrook225.org

Dear Michelle Youngerman and Christopher Hacker,

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 8/12/20 we received your request for the following information:

- Statistical staffing information related to district employees either temporarily or permanently choosing to not return to school for any or all of the 2020-2021 school year. More specifically, please provide the number of employees, by category (i.e. teacher, assistant teach, substitute teacher, secretary etc...) along with their status/reason (i.e. opt out, resigned, retired, medical leave, furloughed etc...) for not returning during any or all of the 2020-2021 school year.

For example:

10 teachers on medical leave;

12 substitutes opt out;

2 secretaries resigned, etc.....

District Response: Please see attached.

- The total number of substitute teachers available and ready to work as you begin this school year.

NEW CLARIFICATION - apologies, but to be clear, this should also include the statistical breakdown of those employees who planned to opt out or not be at school, for any other reason, this coming year if school was going to have any in-person classes.

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 Thu, Aug 13, 2020 at 2:10 PM Youngerman, Michele A <MAYoungerman@cbs.com> wrote:

*** We are sending this to various school districts. One raised a question about our FOIA and I thought it best to send this to all.

We are looking at the number of teachers and staff who plan to not come back for in-person learning because of COVID-19. That may impact how you respond to the FOIA. For example, some teachers may have said they won't return, but now plan to teach via e-learning. So we are hoping you can provide the statistics that reflect those who are saying they won't do in-person teaching, or other work sucked as nurses, during COVID-19.

Sorry if there's any confusion. I will be on vacation until August 25th. If you have any further questions, please email Chris Hacker. Thanks.

Dear FOIA Officer,

Pursuant to the Illinois Freedom of Information Act, I am requesting statistical staffing information related to district employees either temporarily or permanently choosing to not return to school for any or all of the 2020-2021 school year. More specifically, please provide the number of employees, by category (i.e. teacher, assistant teach, substitute teacher, secretary etc...) along with their status/reason (i.e. opt out, resigned, retired, medical leave, furloughed etc...) for not returning during any or all of the 2020-2021 school year.

For example:

10 teachers on medical leave;

12 substitutes opt out;

2 secretaries resigned, etc.....

Please also provide the total number of substitute teachers available and ready to work as you begin this school year.

If there are any fees involved with this request, please notify me in advance. As a member of the media, I am requesting a fee waiver.

****Please provide your response to me and Chris Hacker who is cc'd on this e-mail.

NEW CLARIFICATION - apologies, but to be clear, this should also include the statistical breakdown of those employees who planned to opt out or not be at school, for any other reason, this coming year if school was going to have any in-person classes.

Best,

Michele



Michele Youngerman

WBBM-TV CHICAGO

Investigative Producer

CBS 2 Broadcast Center

22 West Washington Street

Chicago, IL 60602

312-899-2256 Office

312-446-5801 Mobile

www.cbschicago.com



[cid:59d467bd-83d6-474f-b524-2602ff50e6e6](#)

--

2 attachments



D225 Accommodations Requests Summary Demo Info.pdf
45K



D225 Substitute Survey_ July 2020.pdf
39K

64	Respondants		
Employee Medical Accommodation Requests			
49	76.6%	GEA Certified	
8	12.5%	GESSA Non-Certied	
7	10.9%	Instructional Assistants	
46	Respondants		
Family Medical Accommodation Requests			
36	78.3%	GEA Certified	
6	13.0%	GESSA Non-Certied	
4	8.7%	Instructional Assistants	
102	Respondants		
Child Care Accommodation Requests			
4	3.9%	Administration	
87	85.3%	GEA Certified	
8	7.8%	GESSA Non-Certied	
3	2.9%	Instructional Assistants	

