



EMPOWERING ALL STUDENTS

Learners Today - Leaders Tomorrow

October 30, 2019

Mr. Jon Syf
Northwest Herald
jstyf@shawmedia.com

Dear Mr. Syf:

On October 25, 2019, Crystal Lake Elementary District 47 (“District”) received your Freedom of Information Act (“FOIA”) requests requesting the employment records of Charles A. Hightower, former Coventry Elementary Teacher. This correspondence serves as the District’s response to your request.

The link below will provide you with the documents responsive to your request, except for records exempt from disclosure pursuant to FOIA sections 7(1)(b) (private information), 7(1)(c) (personal information which would constitute a clearly unwarranted invasion of person privacy) and 7.5(q) (information prohibited from disclosure by the Personnel Record Review Act). 5 ILCS 140/7(1)(b), (c), 7.5(q). The documents can be accessed via the following link: [Responsive Documents - Hightower](#)

In the event your request has been denied, you may appeal this decision to the Illinois Attorney General-Public Access Bureau, 500 S. 2nd Street, Springfield, Illinois 62706, 217-558-0486 [publicaccess@atg.state.il.us]. You may also appeal this decision by filing suit for injunctive relief in the circuit court for McHenry County, Illinois.

Sincerely,

Clare F. Bourne
Freedom of Information Officer
Crystal Lake School District 47

300 Commerce Dr. Crystal Lake, IL 60014 815.788.5000

www.d47.org D47schools [crystallakesd47](https://twitter.com/crystallakesd47)

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

From: **Jon Styf - Crystal Lake** <jstyf@shawmedia.com>

Date: Fri, Oct 25, 2019 at 9:49 AM

Subject: FOIA request: Charles A. Hightower

To: <FOIA@d47.org>, <CFBourne@d47.org>

Dear FOIA officer:

Under the provisions of the **Illinois Freedom of Information Act, 5 ILCS 140** I am requesting:

1. Employment records of Charles A. Hightower, former Coventry Elementary teacher.

Illinois law states a waiver or reduction of copying fees maybe provided when an authority determines that such an action is in the public interest. Accordingly, I request a waiver or reduction in fees.

The law states that reasonable fees may be charged for providing copies of such records. Please advise me before you process my request if the fees will exceed \$15. I may be reached at 815-526-4630.

If all or part of this request is denied, please cite the specific law or regulation for the denial and inform me of the appeal procedures. I believe that the records I am seeking are public records and, thus, should be available for inspection and copying during your regular office hours.

Thank you for your assistance.

Jon Styf
Editor
Northwest Herald
W: 815-526-4630