

Oct 24, 2018

Please consider this an allegation of violations of the School Code and the Public Officer Prohibited Activities Act by Karen Johnston.

**Allegation:**

Karen Johnston, while in the elected position of School Board member, participated in the application for, and the making and letting of a contract for employment by participating in the application and interviewing process while still serving as a board member.

Incidentally, the interview committee members were all employees of the school district in which she was a sitting board member of.

At the time of her application and subsequent interview, she had an interest in the contract for employment and that interest had the potential for influencing the hiring decision of the employees making up the interview committee. She could have been called upon to act or vote at anytime prior to her resignation.

Section 3(a) of the Public Officer Prohibited Activities Act is the more restrictive statute and carries the language of prohibition of making application for, and the making or letting for the performance of work or contract.

Therefore, in my opinion, her employment is void, her employment contract is void, and she should be subjected to the penalties described in Section 10.9(g) of the School Code and Section 4 of the Public Officer Prohibited Activities Act.

Had she resigned prior to submitting her application, and sitting for the interview, this, in my opinion, would not have violated any provisions of the above laws.

**Timeline:**

For the approximately 11 ½ years prior, Karen Johnston was a member of the Board of Education of Kankakee School District 111.

**September 14, 2018**, the newly created position of Transportation Director was posted. See Exhibit A.

**September 19, 2018**, Karen Johnson submitted her application for the Transportation Director position. See Exhibit B.

**September 25, 2018**, Interviews for the position of Transportation Director were conducted. Interview Committee consisted of current School District employees. See Exhibit C.

**September 30, 2018**, Karen Johnston submitted her emailed resignation from the Board of Education. See Exhibit D.

**October 3, 2018**, Karen Johnston was hired as Transportation Director with a salary of \$55,000 per year.

**Applicable Statutes:**

**Illinois School Code (105 ILCS 5)**

Sec. 10-9. Interest of board member in contracts.

(a) **No school board member shall be interested**, directly or indirectly, in his own name or in the name of any other person, association, trust or corporation, **in any contract, work or business of the district or in the sale of any article, whenever the expense, price or consideration of the contract, work, business or sale is paid either from the treasury or by any assessment levied by any statute or ordinance**. A school board member shall not be deemed interested if the board member is an employee of a business that is involved in the transaction of business with the school district, provided that the board member has no financial interests other than as an employee. No school board member shall be interested, directly or indirectly, in the purchase of any property which (1) belongs to the district, or (2) is sold for taxes or assessments, or (3) is sold by virtue of legal process at the suit of the district.

(b) However, any board member may provide materials, merchandise, property, services or labor, if:

A. the contract is with a person, firm, partnership, association, corporation or cooperative association in which the board member has less than a 7 1/2% share in the ownership; and

B. such interested board member publicly discloses the nature and extent of his interest prior to or during deliberations concerning the proposed award of the contract; and

C. such interested board member abstains from voting on the award of the contract, though he shall be considered present for the purposes of establishing a quorum; and

D. such contract is approved by a majority vote of those board members presently holding office; and

E. the contract is awarded after sealed bids to the lowest responsible bidder if the amount of the contract exceeds \$1500, or awarded without bidding if the amount of the contract is less than \$1500; and

F. the award of the contract would not cause the aggregate amount of all such contracts so awarded to the same person, firm, association, partnership, corporation or cooperative association in the same fiscal year to exceed \$25,000.

(c) In addition to the above exemption, any board member may provide materials, merchandise, property, services or

labor if:

A. the award of the contract is approved by a majority vote of the board provided that any such interested member shall abstain from voting; and

B. the amount of the contract does not exceed \$1,000; and

C. the award of the contract would not cause the aggregate amount of all such contracts so awarded to the same person, firm, association, partnership, corporation, or cooperative association in the same fiscal year to exceed \$2,000, except with respect to a board member of a school district in which the materials, merchandise, property, services, or labor to be provided under the contract are not available from any other person, firm, association, partnership, corporation, or cooperative association in the district, in which event the award of the contract shall not cause the aggregate amount of all contracts so awarded to that same person, firm, association, partnership, or cooperative association in the same fiscal year to exceed \$5,000; and

D. such interested member publicly discloses the nature and extent of his interest prior to or during deliberations concerning the proposed award of the contract; and

E. such interested member abstains from voting on the award of the contract, though he shall be considered present for the purposes of establishing a quorum.

(d) In addition to exemptions otherwise authorized by this Section, any board member may purchase for use as the board member's primary place of residence a house constructed by the district's vocational education students on the same basis that any other person would be entitled to purchase the property. The sale of the house by the district must comply with the requirements set forth in Section 5-22 of The School Code.

(e) A contract for the procurement of public utility services by a district with a public utility company is not barred by this Section by one or more members of the board being an officer or employee of the public utility company or holding an ownership interest of no more than 7 1/2% in the public utility company, or holding an ownership interest of any size if the school district has a population of less than 7,500 and the public utility's rates are approved by the Illinois Commerce Commission. An elected or appointed member of the board having such an interest shall be deemed not to have a prohibited interest under this Section.

(f) Nothing contained in this Section, including the restrictions set forth in subsections (b), (c), (d) and (e), shall preclude a contract of deposit of monies, loans or other financial services by a school district with a local bank or local savings and loan association, regardless of whether a member or members of the governing body of the school district are interested in such bank or savings and loan association as an officer or employee or as a holder of less than 7 1/2% of the total ownership interest. A member or members holding such an interest in such a contract shall not be deemed to be holding a prohibited interest for purposes of this Act. Such

interested member or members of the governing body must publicly state the nature and extent of their interest during deliberations concerning the proposed award of such a contract, but shall not participate in any further deliberations concerning the proposed award. Such interested member or members shall not vote on such a proposed award. Any member or members abstaining from participation in deliberations and voting under this Section may be considered present for purposes of establishing a quorum. Award of such a contract shall require approval by a majority vote of those members presently holding office. Consideration and award of any such contract in which a member or members are interested may only be made at a regularly scheduled public meeting of the governing body of the school district.

(g) Any school board member who violates this Section is guilty of a Class 4 felony and in addition thereto any office held by such person so convicted shall become vacant and shall be so declared as part of the judgment of the court.  
(Source: P.A. 96-998, eff. 7-2-10.)

#### **Public Officer Prohibited Activities Act (50 ILCS 105)**

(50 ILCS 105/3) (from Ch. 102, par. 3)

Sec. 3. Prohibited interest in contracts.

(a) **No person holding any office**, either by election or appointment under the laws or Constitution of this State, may be in any manner financially interested directly in his own name or indirectly in the name of any other person, association, trust, or corporation, in any contract or the performance of any work in **the making or letting of which such officer may be called upon to act or vote**. **No such officer may represent, either as agent or otherwise, any person, association, trust, or corporation, with respect to any application or bid for any contract or work in regard to which such officer may be called upon to vote**. Nor may any such officer take or receive, or offer to take or receive, either directly or indirectly, any money or other thing of value as a gift or bribe or means of influencing his vote or action in his official character. **Any contract made and procured in violation hereof is void**. This Section shall not apply to any person serving on an advisory panel or commission, to any director serving on a hospital district board as provided under subsection (a-5) of Section 13 of the Hospital District Law, or to any person serving as both a contractual employee and as a member of a public hospital board as provided under Article 11 of the Illinois Municipal Code in a municipality with a population between 13,000 and 16,000 that is located in a county with a population between 50,000 and 70,000.

(b) However, any elected or appointed member of the governing body may provide materials, merchandise, property, services, or labor, subject to the following provisions under either paragraph (1) or (2):

(1) If:

A. the contract is with a person, firm, partnership, association, corporation, or cooperative association in which such interested member of the governing body of the municipality has less than a 7 1/2% share in the ownership; and

B. such interested member publicly discloses the nature and extent of his interest prior to or during deliberations concerning the proposed award of the contract; and

C. such interested member abstains from voting on the award of the contract, though he shall be considered present for the purposes of establishing a quorum; and

D. such contract is approved by a majority vote of those members presently holding office; and

E. the contract is awarded after sealed bids to the lowest responsible bidder if the amount of the contract exceeds \$1500, or awarded without bidding if the amount of the contract is less than \$1500; and

F. the award of the contract would not cause the aggregate amount of all such contracts so awarded to the same person, firm, association, partnership, corporation, or cooperative association in the same fiscal year to exceed \$25,000.

(2) If:

A. the award of the contract is approved by a majority vote of the governing body of the municipality provided that any such interested member shall abstain from voting; and

B. the amount of the contract does not exceed \$2,000; and

C. the award of the contract would not cause the aggregate amount of all such contracts so awarded to the same person, firm, association, partnership, corporation, or cooperative association in the same fiscal year to exceed \$4,000; and

D. such interested member publicly discloses the nature and extent of his interest prior to or during deliberations concerning the proposed award of the contract; and

E. such interested member abstains from voting on the award of the contract, though he shall be considered present for the purposes of establishing a quorum.

(b-5) In addition to the above exemptions, any elected or appointed member of the governing body may provide materials, merchandise, property, services, or labor if:

A. the contract is with a person, firm, partnership, association, corporation, or cooperative association in which the interested member of the governing body of the municipality, advisory panel, or commission has less than a 1% share in the ownership; and

B. the award of the contract is approved by a majority vote of the governing body of the municipality provided that any such interested member shall abstain from voting; and

C. such interested member publicly discloses the nature and extent of his interest before or during deliberations concerning the proposed award of the contract; and

D. such interested member abstains from voting on the award of the contract, though he shall be considered present for the purposes of establishing a quorum.

(c) A contract for the procurement of public utility services by a public entity with a public utility company is not barred by this Section by one or more members of the governing body of the public entity being an officer or employee of the public utility company or holding an ownership interest of no more than 7 1/2% in the public utility company, or holding an ownership interest of any size if the public entity is a municipality with a population of less than 7,500 and the public utility's rates are approved by the Illinois Commerce Commission. An elected or appointed member of the governing body of the public entity having such an interest shall be deemed not to have a prohibited interest under this Section.

(d) Notwithstanding any other provision of this Section or any other law to the contrary, until January 1, 1994, a member of the city council of a municipality with a population under 20,000 may purchase real estate from the municipality, at a price of not less than 100% of the value of the real estate as determined by a written MAI certified appraisal or by a written certified appraisal of a State certified or licensed real estate appraiser, if the purchase is approved by a unanimous vote of the city council members then holding office (except for the member desiring to purchase the real estate, who shall not vote on the question).

(e) For the purposes of this Section only, a municipal officer shall not be deemed interested if the officer is an employee of a company or owns or holds an interest of 1% or less in the municipal officer's individual name in a company, or both, that company is involved in the transaction of business with the municipality, and that company's stock is traded on a nationally recognized securities market, provided the interested member: (i) publicly discloses the fact that he or she is an employee or holds an interest of 1% or less in a company before deliberation of the proposed award of the contract; (ii) refrains from evaluating, recommending, approving, deliberating, or otherwise participating in negotiation, approval, or both, of the contract, work, or business; (iii) abstains from voting on the award of the contract though he or she shall be considered present for purposes of establishing a quorum; and (iv) the contract is approved by a majority vote of those members currently holding office.

A municipal officer shall not be deemed interested if the officer owns or holds an interest of 1% or less, not in the officer's individual name but through a mutual fund or exchange-traded fund, in a company, that company is involved in the transaction of business with the municipality, and that company's stock is traded on a nationally recognized securities market.

(f) Under either of the following circumstances, a

municipal or county officer may hold a position on the board of a not-for-profit corporation that is interested in a contract, work, or business of the municipality or county:

(1) If the municipal or county officer is appointed by the governing body of the municipality or county to represent the interests of the municipality or county on a not-for-profit corporation's board, then the municipal or county officer may actively vote on matters involving either that board or the municipality or county, at any time, so long as the membership on the not-for-profit board is not a paid position, except that the municipal or county officer may be reimbursed by the not-for-profit board for expenses incurred as the result of membership on the not-for-profit board.

(2) If the municipal or county officer is not appointed to the governing body of a not-for-profit corporation by the governing body of the municipality or county, then the municipal or county officer may continue to serve; however, the municipal or county officer shall abstain from voting on any proposition before the municipal or county governing body directly involving the not-for-profit corporation and, for those matters, shall not be counted as present for the purposes of a quorum of the municipal or county governing body.

(Source: P.A. 100-201, eff. 8-18-17.)

Sec. 4. Any alderman, member of a board of trustees, supervisor or county commissioner, or other person holding any office, either by election or appointment under the laws or constitution of this state, who violates any provision of the preceding sections, is guilty of a Class 4 felony and in addition thereto, any office or official position held by any person so convicted shall become vacant, and shall be so declared as part of the judgment of court. This Section does not apply to a violation of subsection (b) of Section 2a.

(Source: P.A. 100-868, eff. 1-1-19.)

**Applicable Case Law (this is one of them and there are many more):**

**[People v. Savaiano, 359 NE 2d 475 - Ill: Supreme Court 1976](#)**

“To claim that appellant's violation of the law does not occur until a contract has been entered into would emaciate the statute and vitiate its legislative purpose. The law would no longer effectively deter a self-dealing official, in the capacity of his position, from engaging in negotiations with other parties for the purpose of purchasing property in which he also had a personal interest. This would permit that official to sell his interest at a time <sup>15\*15</sup> when the making of the contract had advanced to a point where it assuredly would be executed.”

“The State observes that the statutory language was "purposefully broad and inclusive." It not only forbids an official from having a private interest in situations in which a binding contract exists but also from allowing himself to be placed in a situation where he may be

called upon to act or vote in the making of a contract in which he has an interest. The evil exists because the official is able to influence the process of forming a contract.

We find that the purpose and terms of the statute are to deter this conduct. Obviously, the mere fact that a governmental body may be interested in acquiring property in which a public official has a personal interest does not, by itself, invoke the sanctions of the statute. However, if the interest of the governmental body intensifies to the extent that serious negotiations and discussions regarding the property ensue and that public official has an opportunity to influence the negotiations in any way, the statute is violated.

The statute is unique because only public officials can violate its provisions. These officials are held in public trust and owe a fiduciary duty to the people they represent. (See [City of Chicago ex rel. Cohen v. Keane, 64 Ill.2d 559, 565.](#)) The high standard of conduct demanded of public officers, coupled with the broad sweeping language of the statute, permits no other interpretation as to its intent and meaning.”

("[t]he evil exists because the official is *able to influence the process of forming a contract*"



Openings as of 10/18/2018

***Transportation Director***

**JobID: 3702**

**Position Type:**

Administration/Transportation Director



[Email To A Friend](#)

[Print Version](#)

**Date Posted:**

9/14/2018

**Location:**

Lincoln Cultural Center

**QUALIFICATIONS:**

- Bachelor's degree preferred
- Full Time
- 12 Month Position
- Effective: Immediately

**Responsibilities include:**

Ability to communicate effectively orally and in writing.  
Knowledge and implementation of relevant technology.  
Ability to problem solve through various situations.

Interested candidates should apply online at: [www.ksd111.org](http://www.ksd111.org)  
Applications accepted until position is filled

Dr. Kathleen O'Connor  
Assistant Superintendent for Human Resources

EOE/AA/D/V

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FMLA regulations require all employers to post the updated FMLA notice.

Powered by applicant tracking, a product of Frontline Education.

## I-KAN Area Schools Application Consortium Online App

Johnston, Karen - AppNo: 7(1)(b)

Date Submitted: 9/19/2018

### Personal Data

**Name:** Karen L. Johnston  
 (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

**Other:** Karen L. Gentry  
 (First) (Middle Initial) (Last)

**Email Address:** 7(1)(b)

### Postal Address

**Permanent Address**

Number & Street: 7(1)(b)  
 Apt. Number:  
 City:  
 State/Province:  
 Zip/Postal Code:  
 Country:  
 Daytime Phone:  
 Home/Cell Phone:

**Present Address**

Number & Street:  
 Apt. Number:  
 City:  
 State/Province:  
 Zip/Postal Code:  
 Country:  
 Phone Number:

### Employment Desired

**Position Desired:**

**Administration**

1. Transportation Director

**Experience In Similar Positions**

### Current District

Are you currently employed by one of the organizations listed below? **No**

### Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position	Employer Contact Information	Supervisor/Reference Contact Information
Municipal Bank Manager	720 Main Street nw Bourbonnais, IL 60914 8159358000	Toni provost 7(1)(b)
<b>Date From - Date To:</b> 04/2017 - 09/2018	<b>Full or Part Time:</b> Full	<b>Last Annual Salary:</b>
<b>Reason for Leaving:</b> Still employed		
<b>May we contact this employer?</b> No		
<b>Responsibilities/Accomplishments at this Position</b>	Customer service, problem solving, managing staff, manager vault, open accounts, relationship building,	

## I-KAN Area Schools Application Consortium Online App

Johnston, Karen - AppNo: 31215

Date Submitted: 9/19/2018

### Experience Continued

Previous Position Held	Employer Contact Information	Supervisor/Reference Contact Information
People's bank of Kankakee county Head teller	333 e court st Kankakee, IL 60901	Joann berg
<b>Date From - Date To:</b> 05/2012 - 04/2017	<b>Full or Part Time:</b> Full	<b>Last Annual Salary:</b>
<b>Reason for Leaving:</b> 7(1)(c)		
<b>May we contact this employer?</b> Yes		
<b>Responsibilities/Accomplishments at this Position</b>	Manage teller line, manager of the vault, customer service.	

### Education

Please tell us about your educational background beginning with the most recent.

**High School Attended:** Kankakee High school  
**Graduation Status:** H.S. Diploma

#### Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IL - Southern Illinois University, Carbondale	08/1987 05/1993	Clothing & textiles Hrs:	Hrs:	BS	01/9999

<b>Overall GPA</b>	<b>Undergraduate</b> 7(1)(c)	<b>Graduate</b>
<b>Major GPA</b>	/4	/4
<b>Highest Degree Attained</b>	<b>Number of graduate hours beyond your highest degree:</b>	<b>Grad Program Of Study</b>
BA/BS/etc.		

**List honors, awards or distinctions you have earned:**

## I-KAN Area Schools Application Consortium Online App

Johnston, Karen - AppNo: 31215

Date Submitted: 9/19/2018

### Licensure

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Illinois license? **No**

Illinois Educator Identification Number (IETN): **Look Up**

\* Have you applied for an Illinois license? **No**

\* List the date you applied for licensure: **No**

\* Have you received a deficiency statement? **No**

If pending, date test taken

\* Have you passed the Basic Skills Exam?

\* Have you passed the Content Area Exam?

Do you hold a current out-of-state license? **No**

State	Type	License Number	Expiration Date	Current?
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List your out-of-state certified teaching/administration fields:

### Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. What personal characteristics define an excellent administrator?

Excellent problem solving skills, excellent customer service

2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

Very important and technology changes everyday.

### Language Skills

Do you know any language other than English? **No**

## I-KAN Area Schools Application Consortium Online Ap

Johnston, Karen - AppNo: 31215

Date Submitted: 9/19/2018

### Professional References

<b>Name:</b>	Reference 1 of 3
<b>School/Org:</b>	Jo berg
<b>Current Position:</b>	People's bank
<b>Home Phone:</b>	Retired
<b>Cell Phone:</b>	815 573 1076
<b>Work Phone:</b>	
<b>Mailing Address:</b>	
<b>Email:</b>	
<b>Relationship to Candidate:</b>	Previous supervisor
<b>Years Known:</b>	6/7

### Referrals

How did you hear about employment with us?

District Employee

### Additional Information

List any additional information which will help in determining your professional qualifications for a position.

### Disclosures

#### Contract Status

\* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

#### Professional Status

\* Have you obtained tenure status in any other School District?

No

If Yes, where?

When?

\* Have you ever been denied tenure?

No

If Yes, explain:

\* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

## I-KAN Area Schools Application Consortium Online App

Johnston, Karen - AppNo: 31215

Date Submitted: 9/19/2018

### Disclosures continued

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If Yes, explain:

\* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

\* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

Yes

Name:

Position:

Relationship:

\* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

### Legal Information

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Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest.

\* Are you eligible to work in the United States?

Yes

\* Have you ever been convicted of a criminal offense other than a minor traffic violation?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job related purposes and only to the extent permitted by applicable law.

\* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

## I-KAN Area Schools Application Consortium Online Application

Johnston, Karen - AppNo: 31215

Date Submitted: 9/19/2018

### Legal Information continued

\* Does your name appear on any Sex Offender Database in any state or country?  Yes  No

### Equal Opportunity Employer

I-KAN Area Schools Application Consortium is an Equal Opportunity Employer. I-KAN Area Schools Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. I-KAN Area Schools Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

### Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Karen Johnston, agree to all of the terms above.  I agree

## September 25, 2018

Tuesday

September 2018

Su	Mo	Tu	We	Th	Fr	Sa
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30						

Su	Mo	Tu	We	Th	Fr	Sa
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7	8	9	10	11	12	13
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21	22	23	24	25	26	27
28	29	30	31			

TUESDAY		Notes
	25	
7 <sup>AM</sup>		
8	<b>Transportation Coordinator Interviews</b> Rob's Office Grossi, Robert	
9		
10		
11		
12 <sup>PM</sup>		
1	<b>Leadership Meeting</b> LCC Room 217 Grossi, Robert	
2		
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## Transportation Director

### Hiring Facts

The Director of Transportation will continue to improve student transportation in Kankakee School District 111 ensuring that students are safely transported to and from school, as well as numerous activities. This is a priority for the district that we are addressing. We are excited to have a position dedicated to serving as the liaison between the schools, families, and bus company. Because of her experience with problem solving and communicating in high stress situations, Ms. Johnston will serve as a valuable asset to the community in this role.

- Position posted on September 14, 2018 (emailed to all Kankakee School District employees)
- Interviews scheduled for three applicants on September 25, 2018
- There were five applicants at the time interviews were scheduled and three additional applicants after interviews were held.
- The Assistant Superintendent for Business Services initially screened on-time applications looking for qualifications and experience.
- Qualities sought for Transportation Director:
  - Experience managing conflict resolution
  - Ability to problem solve time sensitive bussing issues
  - Strong communication skills
  - Experience communicating with various stakeholders
- Interview Committee:
  - Mr. Rob Grossi – Assistant Superintendent for Business Services
  - Mrs. Jenny Way – Director of District Improvement
  - Ms. Ericka Garza – Principal, Mark Twain Primary School
  - Mr. Keith White – Assistant Principal, Kankakee Junior High School
- Mr. Grossi, Assistant Superintendent for Business Services made the recommendation to hire the Transportation Director to Human Resources.
- Human Resources processes the application.

**From:** karen gentry [REDACTED]  
**Sent:** Monday, October 1, 2018 3:52 PM  
**To:** Scott, Vicki  
**Subject:** Fwd: Board of Education

Sent from my iPhone

Begin forwarded message:

**From:** karen gentry [REDACTED]  
**Date:** September 30, 2018 at 11:50:46 AM CDT  
**To:** Afshea [REDACTED]  
**Subject:** Board of Education

To Kankakee School District 111 Board of Education

From Karen L Johnston

Please accept this notice of resignation effective immediately from Kankakee School District 111 Board of Education.

The past 11 1/2 years have been the most rewarding job of my life.

Karen L Johnston

Sent from my iPhone