

**From:** [Laura Fromm](#)  
**To:** [Laura Fromm](#)  
**Subject:** FW: FW: FOIA Request by Allison Wang on June 24, 2015  
**Date:** Friday, July 10, 2015 9:56:42 AM

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**From:** Christina Euhus  
**Sent:** Thursday, July 09, 2015 10:21 AM  
**To:** Allison Wang  
**Cc:** [wenglish@ethics.harvard.edu](mailto:wenglish@ethics.harvard.edu); Lori Hoadley; Earl Dotson; Laura Fromm  
**Subject:** FW: FW: FOIA Request by Allison Wang on June 24, 2015

Hello Ms. Wang,

District 205 is in receipt of your request below. Your request has been granted. Please see the attached Excel spreadsheet listing staff position titles for fiscal years 2012-2013 and 2013-2014. If I can be of further assistance, please feel free to contact me. Thank you.

Chris Euhus  
Legal Department  
Rockford School District #205  
501 7th Street  
Rockford, IL 61104  
815-966-3109 (internal 16676)

**From:** Allison Wang  
**Sent:** Wednesday, July 08, 2015 9:17 AM  
**To:** Christina Euhus  
**Cc:** [wenglish@ethics.harvard.edu](mailto:wenglish@ethics.harvard.edu); Earl Dotson; Lori Hoadley; Laura Fromm  
**Subject:** Re: FW: FW: FOIA Request by Allison Wang on June 24, 2015

Hello Ms. Euhus,

For fiscal years 2012-2013 and 2013-2014, I was wondering if there was data for their position title, such as principal, assistant principal, teacher, etc (much like the titles given in the compensation report from 2011-2012). The current excel sheet only gives the general description of the the employee, such as certified administrator or REA.

Thanks,  
Allison

On Tue, Jul 7, 2015 at 3:51 PM, Christina Euhus <[euhusc@rps205.com](mailto:euhusc@rps205.com)> wrote:

Hello Ms. Wang,

This correspondence is sent in response to your Freedom of Information Act request for:  
*a list of employee names with their job classification, job title, building assignment, total compensation (including but not limited to salary and bonuses), ethnicity and a unique identifier that is consistent between the years (despite name changes) for the fiscal years 2010-2011, 2011-2012, 2012-2013, and 2013-2014, organized in separate excel spreadsheets.*

Your request has been granted in part and denied in part. Attached please find an Excel spreadsheet containing employee information for 2012-2013 and 2013-2014.

An individual's employee identification number is considered private information inasmuch as such numbers are used to access internal employee benefit and payroll information. 5 ILCS 140/2(c-5). As such, employee identification numbers are not provided.

Also, please note that prior to 2012, the District utilized AS400 software to maintain employee records. Attached are PDF copies of the compensation reports run via the AS400 system for 2010-2012. Currently, the District no longer houses the hardware internally that the AS400 application utilizes and no longer has an AS400 programmer on staff. To the extent you are seeking data/documents not contained in the attached reports, the District has determined your request for information falls within the category "unduly burdensome" as that term is applied under FOIA 5 ILCS 140.3(g). The information you seek is not contained in a dataset or report in the format you have specified for 2010-2012. Under FOIA, public bodies are not required to create public records not otherwise already maintained.

Rather, this data/documentation is located in each individual employee personnel file. There are over 5,000 employees files which would have to be reviewed for each year of data requested. At this time District staff is unable to review individual personnel files and input this data into our current system without unreasonably burdening District operations. To the extent that you are able to revise and narrow your FOIA request so that it is not unduly burdensome or overly broad, I invite you to contact me.

If you feel that you have been denied your access to public records, you may file an appeal with the Office of the Attorney General's Public Access Counselor at 500 S. Second St., Springfield, IL 62706 or [publicaccess@atg.state.il.us](mailto:publicaccess@atg.state.il.us). If you choose to submit a request for review, you must do so within 60 days after the date of this response letter. The request for review must be in writing, signed by you and include (i) a copy of your FOIA request and (ii) this office's response. In addition, you have the right to seek judicial review of this response.

If you have questions, please feel free to contact me. Thank you.

Chris Euhus  
Legal Department  
Rockford School District #205  
501 7th Street  
Rockford, IL 61104  
[815-966-3109](tel:815-966-3109) (internal 16676)

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**From:** FOIA  
**Sent:** Wednesday, July 01, 2015 5:07 PM  
**To:** 'Allison Wang'  
**Cc:** 'Lori Hoadley'; Earl Dotson; Janice Hammer; '[wenglish@ethics.harvard.edu](mailto:wenglish@ethics.harvard.edu)'  
**Subject:** RE: FW: FOIA Request by Allison Wang on June 24, 2015

Hello Ms. Wang,

We are in receipt of your communication below. We have categorized this as a new request and a withdrawal of your initial request. At this time we will begin to compile the requested documents. Thank you.

Chris Euhus  
Legal Department  
Rockford School District #205  
501 7th Street  
Rockford, IL 61104  
[815-966-3109](tel:815-966-3109) (internal 16676)

**From:** Allison Wang  
**Sent:** Tuesday, June 30, 2015 8:53 PM  
**To:** FOIA  
**Cc:** Lori Hoadley; Earl Dotson; William English  
**Subject:** Re: FW: FOIA Request by Allison Wang on June 24, 2015

Dear Ms. Euhus,

I apologize for any inconvenience, but I would like to amend my request to also include ethnicity and a unique identifier that is consistent between the years (despite name changes).

Please let me know if you would prefer it if this be made into a separate request.

Thank you.

Sincerely,  
Allison Wang

On Mon, Jun 29, 2015 at 4:07 PM, Allison Wang wrote:  
Dear Ms. Euhus and Ms. Hammer,

Here is the video that Jeffrey created for his final project back in April 2014:  
[https://www.youtube.com/watch?v=sfg-SqW\\_M-A](https://www.youtube.com/watch?v=sfg-SqW_M-A)

As Dr. English suggested, I am trying to structure my FOIA requests in such a way to hopefully make it easier for you to extract information from the school district's software platform. If you have any problems generating the data, please let me know. I'd be more than happy to write a few scripts on my end to convert the file formats if necessary.

Thank you.

Sincerely,  
Allison Wang

On Mon, Jun 29, 2015 at 3:41 PM, William English <[wenglish@ethics.harvard.edu](mailto:wenglish@ethics.harvard.edu)> wrote:  
Dear Ms. Hammer,

Please find attached a copy of Allison Wang's research project proposal. I've been discussing the study design with her in detail the past few weeks, although the conversations surrounding this project go back to the spring of 2014 when I had her brother, Jeffrey, in my class. Allison can forward you the video he submitted as part of his final project. I don't believe the written part of the assignment has been published, so I'm not at liberty to forward that. However, Jeffrey did discuss revising it for publication as an Ethics Center blog post or working paper. If his work comes out in either of those forms, I will forward it along.

I should say a few words about the larger research themes of Harvard's Ethics Center that influenced Jeffrey and Allison's interest in this topic. For the last five years the Center has examined problems of "institutional corruption," asking how it is that complex social institutions veer off track from their espoused purposes. Most organizations suffer from this to some degree, generally through completely legal economies of influence and conflicts of interest that operate within them. The research challenge is to analyze institutions so as to understand why they underperform, and how things might be improved for the better.

Joining this research effort have been a number of investigative journalists, who have made very effective use of FOIA requests to help understand the inner workings of various agencies (the work of one of our fellows was awarded a Pulitzer Prize this spring). We've also worked with a number of organizations such as [www.muckrock.com](http://www.muckrock.com) to help streamline the FOIA process, and have engaged in larger debates about the value of transparency.

I gather that Jeffrey and Allison have longstanding concerns with their school district, and I am unqualified to judge the veracity of their complaints. However, I am well equipped to help Allison pursue a data driven study of the comparative performance of school districts. If there does seem to be room for improvement, we are also well positioned to analyze the incentive structures of different policies and procedures.

I applaud Allison's enthusiasm for gathering data. However, as someone who once had to fulfill FOIA requests myself from within a government agency, I realize how time consuming they can be. I've asked Allison to be mindful of this and structure her requests to be efficient in gathering only data that promises to be useful for the project.

Thank you for your assistance. If I can be of further help don't hesitate to be in touch.

Best,

William English, PhD  
Research Director  
Edmond J Safra Center for Ethics

On Mon, Jun 29, 2015 at 3:59 PM, FOIA <[foia@rps205.com](mailto:foia@rps205.com)> wrote:  
Hello Ms. Wang,

You are hereby notified that your request for District records below is being treated as a voluminous request as defined in section 2 of the Illinois Freedom of Information Act. (5 ILCS 140./2). Your request is being treated as a voluminous request because:

x   You have submitted more than 5 individual requests for more than 5 different categories of records or a combination of individual requests that total requests for more than 5 different categories of records in a period of 20 business days;

  x   Your request requires the compilation of more than 500 letter or legal-sized pages of public records unless a single requested record exceeds 500 pages.

Please be advised, you must respond to this notification within 10 business days specifying whether you would like to amend the request in such a way that the District will no longer treat the request as a voluminous request. If you do not respond within 10 business days or if the request continues to be a voluminous request following your response, the District will respond to the request and assess any fees pursuant to Section 6 of the Illinois Freedom of Information Act. (5 ILCS 140/6)

You will be provided an initial response to your request 5 business days after receipt of your response to this notification or 5 business days from the last day for you to amend the request, whichever is sooner. The District may request an additional 10 business days to comply with the request.

You have the right to have the District's determination that this is a voluminous request reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to:

Public Access Counselor  
Office of the Attorney General  
500 South 2<sup>nd</sup> Street  
Springfield, I 62706  
Fax: [217-782-1396](tel:217-782-1396)  
E-mail: [publicaccess@atg.state.il.us](mailto:publicaccess@atg.state.il.us)

If you fail to respond to this notification within 10 business days, you wish for the District to process this voluminous request, or you fail to accept or collect the responsive records, the District will still charge you for its response pursuant to Section 6 of the Illinois Freedom of Information Act, and the failure to pay will be considered a debt due and owing the District and may be collected in accordance with applicable law. If you have any questions or comments, please feel free to contact me. Thank you.

Chris Euhus  
Legal Department  
Rockford School District #205  
501 7th Street  
Rockford, IL 61104  
[815-966-3109](tel:815-966-3109) (internal 16676)

**From:** Allison Wang  
**Sent:** Wednesday, June 24, 2015 4:25 PM  
**To:** FOIA  
**Cc:** Dr. William English  
**Subject:** FOIA Request by Allison Wang on June 24, 2015

Dear FOIA Officer,

I would like an electronic copy of the following:

*List of employee names with their job classification, job title, building assignment, and total compensation (including but not limited to salary and bonuses) for the fiscal years 2010-2011, 2011-2012, 2012-2013, and 2013-2014, organized in separate excel spreadsheets.*

I would like to request a fee waiver. This FOIA request is for the purpose of academic research, and the information is intended for public dissemination. My research adviser is Dr. William English, the research director of Edmond J. Safra Center for Ethics at Harvard University.

Please feel free to just forward data that is being analyzed by the school district in regards to the penalties being levied by the state for payroll increases as reported by WIFR, if it is more convenient for you and contains all of the information I need.

<http://www.wifr.com/home/headlines/Rockford-District-205-Faces-18-Million-in-Penalties-309380601.html>

Thank you.

Sincerely,  
Allison Wang