

Grass Lake School  
Grass Lake School District #36  
www.gls36.org



26177 W. Grass Lake Road  
Antioch, IL 60002

(847) 395-1550  
fax: (847) 395-8632

September 12, 2025

Dear Grass Lake School Families and Community Members,

I am writing to address a recent situation involving a post on social media made by a member of our staff. We understand that this post was shared publicly and has caused hurt, anger, and concern among parents and community members. I want to acknowledge the seriousness of the situation and affirm that the language and tone of the post were insensitive and do not reflect the values of Grass Lake School District 36.

We are a public Pre-K to 8th-grade school serving a diverse community. Our staff are expected to model professionalism, respect, and integrity at all times—especially in public settings. While personal social media accounts are private in one sense, the impact of what is shared can extend into the workplace and affect our school community. We take this matter very seriously and are reviewing it carefully and appropriately.

At the same time, I want to express that my door is open. We are listening. If you have concerns, please reach out to me directly. I welcome your feedback and questions, and we will respond as transparently as we can while respecting individual privacy and legal obligations.

In addressing this matter, I ask our entire school community to join me in remaining calm, avoiding aggressive speech or behavior, and resisting divisive language. We are all role models for our children. They are watching and learning from how we handle disagreement and conflict. We have an opportunity to teach them that even in moments of strong emotion, we can discuss and debate difficult issues with respect, empathy, and civility.

Please know that the safety of our students and staff is our top priority. We have a robust safety plan in place and are in ongoing communication with the Lake County Sheriff's Office, which is providing additional patrols and support as needed to ensure our campus remains secure and welcoming for all.

Thank you for your partnership and for helping us make Grass Lake School a safe and supportive environment for every student. By working together and modeling the values we want our children to adopt, we will come through this challenge stronger and more united.

Sincerely,

Dr. William Newby  
Superintendent  
Grass Lake School District 36