MEMORANDUM

GLENBROOK HIGH SCHOOL DISTRICT 225

To: Dr. R.J. Gravel
Board of Education

From: Mrs. Lauren Bonner

Date: Monday, November 23, 2026

Re: Glenbrook Aquatics Restructuring and Facility Rental Agreement with NTA

EXECUTIVE SUMMARY

Ongoing challenges in recruiting and retaining qualified staff and coaches have significantly limited Glenbrook Aquatics' programming, including the suspension of the Glenbrook Swim Club's competitive swimming program. Despite additional recruitment efforts, the District has been unable to restore these services. Following discussions with local park districts and established aquatic organizations, the administration identified NTA (also known as New Trier Aquatics) as a partner with the experience and capacity to resume high-level competitive programming for our community. Accordingly, the administration recommends transitioning to a facility-rental partnership with NTA beginning in January 2027, allowing NTA to use the Glenbrook North and Glenbrook South pools when they are not needed for District academic, athletic, and student programming.

ALIGNMENT TO THE STRATEGIC PLAN

- Goal 2
    - Strategy 2a. Staff will partner with students, families, and the community, prioritizing meaningful relationships and valuing diverse perspectives, abilities, and experiences.
    - Strategy 2b. The District will prioritize and strengthen student, parent, and staff engagement in the 4 As (academics, athletics, activities, and the arts).
    - Strategy 2d. The District will consistently seek feedback and use data to promote transparency and informdecision-making.

BACKGROUND

Board Policy 8:20 authorizes the use of school facilities by outside organizations that are consistent with the school's purposes, do not interfere with the school's regular operations, and benefit the district. The policy was revised in May 2020 and defined the process for considering facility rental requests submitted by student activity groups, tax-supported entities, section 501(c)(3) organizations, and other community groups.

Most facility rentals come from not-for-profit organizations and tax-supported entities (e.g., elementary school districts and park districts). These requests are considered by the Associate Principals for Operations and Student Experiences (for Glenbrook North and Glenbrook South) or the Director of Operations / CSBO (for all other facilities), in collaboration with other administrators and stakeholders. The focus of this consideration process is to ensure that the request meets the criteria defined in policy and that approval will not disrupt existing programs or the needs of our students and district-sponsored programs.

Occasionally, the school district receives a facility request from an entity located outside of the district's boundaries. When such a request is received, the administration considers it in the same manner as described previously but is not authorized to approve it independently. Alternatively, such a request may be submitted to the Board of Education for approval.

This fall, we received a request from NTA, also known as New Trier Aquatics, 400 Central Ave, Suite 202, Northfield, Illinois 60093), to utilize the pool and athletic facilities at Glenbrook North and Glenbrook South during the 2026-27 school year. The request includes use of the pool and athletic facilities when they are not in use for our instructional, athletic, or intramural activities. The organization is not presently eligible for rental as its headquarters do not lie within the district's boundaries.

After discussing rental eligibility requirements with the NTA's leadership, the NTA has proposed a rental financial arrangement and is requesting an exception to approve the rental as outlined in this memo.

STATUS OF THE GLENBROOK AQUATICS PROGRAM

Ongoing challenges with recruiting and retaining qualified staff and coaches have significantly limited the District's ability to maintain the full range of programming historically offered through Glenbrook Aquatics. Most notably, these staffing challenges have resulted in the suspension of the longstanding Glenbrook Swim Club competitive swimming program and a transition to a noncompetitive, conditioning-focused experience for participating students.for Despite additional recruitment efforts undertaken since August, the District has been unable to secure sufficient personnel to restore the level of programming previously available to students and families. Recognizing the importance of these opportunities to our community, as well as the significant interest expressed by families in restoring aquatic programming, the administration began exploring alternative service delivery models in October 2026.

Dr. Gravel and Mrs. Bonner initiated discussions with four potential community partners that had expressed interest in learning more about our programming needs. These partners included:

1. Glenview Park District;
2. Northbrook Park District;
3. NASA Wildcat Aquatics (NASA); and
4. NTA (New Trier Aquatics).

These conversations focused on identifying organizations with the experience, staffing capacity, and long-term interest necessary to provide stable, comprehensive aquatics programming at Glenbrook North and Glenbrook South. Our goal was to identify a sustainable partnership that would restore opportunities previously available through Glenbrook Aquatics beginning January 2027, while potentially expanding access to additional programming, including swim lessons, competitive swimming, diving, and water polo.

Through these conversations, NTA emerged as the organization best positioned to restore the full range of programming previously offered through Glenbrook Aquatics, while also providing opportunities to expand services in the months and years ahead. Based on its demonstrated experience, organizational capacity, and commitment to serving our communities, the administration identified NTA as its preferred partner for several important reasons:

- **Experience Transitioning School District Programs**
  NTA has demonstrated experience successfully transitioning aquatic programming previously operated by a public high school district to an independent, community-based organization. This experience provides a valuable foundation for navigating the operational, staffing, and programmatic considerations associated with a potential sunsetting of the Glenbrook Aquatics program.

- **Existing Programming**
  NTA offers four core aquatics-based programs: swim lessons, competitive swimming, water polo, and masters swimming, which more closely align with the robust offerings the Glenbrook Aquatics Program has historically offered. For reference, NASA currently only offers competitive and masters swimming.

- **Current Enrollment of Glenview and Northbrook Residents**
  Of the 1,100 members currently participating in NTA programming, 283 are from Glenview and Northbrook. Additional residents have expressed interest in joining NTA and participated in swimmer evaluations, but could not be accommodated due to space limitations.

- **Experience Coordinating with High School Operations**
  NTA currently utilizes aquatic facilities at New Trier High School, Loyola Academy, Baker Demonstration School, and Our Lady of Perpetual Help (OLPH). Through these partnerships, NTA has demonstrated its ability to successfully coordinate facility schedules and programming needs while accommodating the academic, interscholastic athletic, and operational priorities of its host institutions. This experience is particularly valuable as the District seeks to maintain its established facility-use priorities while expanding access to high-quality aquatic programming for students and community members.

- **Long-Term Financial Sustainability**
  NTA has expressed a willingness to make a long-term financial commitment to the District to replace existing revenue associated with Glenbrook Aquatics, support the operation of the District's natatoriums, and make enhancements to the equipment used by our student-athletes.

NTA PROGRAM COMMITMENTS

NTA will guarantee that Glenview and Northbrook residents will have access to their programs by utilizing the following registration priorities:

1. In-District, active NTA swimmers
2. In-District siblings of active NTA swimmers
3. In-District new swimmers
4. Out-of-District, active NTA swimmers
5. Out-of-District siblings of active NTA swimmers

Programming

NTA will host winter break swim tryouts ahead of a January mid-season enrollment. In-district, swim-ready participants will have access to practice schedules at Glenbrook North or Glenbrook South, while diving and water polo schedules will align with existing Glenbrook Aquatics structures. To bridge initial staffing gaps for swim lessons, NTA will introduce pre-competitive private lessons beginning in late January or February.

Staffing

NTA has expressed interest in providing opportunities for current Glenbrook Aquatics staff and student workers who wish to continue serving the Glenview and Northbrook communities. All interested employees will be invited to interview for available positions with NTA, providing an opportunity for continuity as the program transitions.

In addition to potentially retaining members of the Glenbrook Aquatics team, NTA brings an experienced leadership team with established connections to our communities. This includes Mr. Steve Iida, who previously served as Head Coach of the Glenbrook Swim Club. NTA's team includes:

- Jeremy Meserole, Director of Competitive Swimming
- Laszlo Hruza, Director of Water Polo
- Misty O'Connell, Director of Swimming Lessons
- Grant Bramer, Swimming Lead Coach
- Sandra Dold, Swimming Lead Coach
- Joe Jeffers, Swimming Lead Coach
- Erick Quinde, Swimming Lead Coach
- Andrew Webber, Swimming Lead Coach
- Julie Windsor, Lessons Supervisor/Swimming Lead Coach
- James Helm, Senior Coach / Masters Head Coach
- Steve Iida, Junior National Team Director
- Apostolos Karagiannis, Water Polo Lead Coach

FINANCIAL PROPOSITION

NTA presented two financial proposals aligned with the aquatic facility rental market, ensuring district funding for ongoing asset maintenance. One option provides a first-year investment of $170,000, with smaller year-over-year increases, whereas the other proposal includes a first-year investment of $160,000, with larger year-over-year increases, resulting in a more financially advantageous proposal for the District. Table 1 displays the recommended option, which increases by $40,000 annually for the first three years, followed by adjustments based on the Consumer Price Index (CPI):

Table 1
NTA Multi-Year Rental Agreement Financial Proposal

Year	Annual	Cumulative
2027	$160,000	$160,000
2028	$200,000	$360,000
2029	$240,000	$600,000
2030	$247,200*	$847,200
2031	$254,616*	$1,101,816

*CPI estimated at 3%

NEXT STEPS

Recognizing the significant interest from families in restoring and expanding these opportunities, the administration recommends that the Board of Education approve an initial one-year facility rental agreement with NTA, beginning in January 2027. The agreement would provide for subsequent one-year renewals, contingent upon an annual evaluation of the partnership to ensure that it continues to meet the needs of our students and families.

Following Board approval, the Glenbrook Aquatics leadership team would collaborate with NTA to coordinate a series of informational meetings for student-athletes, parents, and staff members. These meetings would provide an opportunity to learn more about NTA's programming, understand the transition process, explore opportunities for participation, and ask questions.

To support a seamless transition, the Glenbrook Aquatics leadership team would remain in place through the conclusion of the 2026-27 school year. During this period, the team would work closely with NTA to coordinate programming, facilitate communication with participating families, and oversee the operational transition from a District-operated aquatics program to a community-based partnership. This phased approach would provide continuity for existing participants while establishing a strong foundation for the partnership's long-term success.

RECOMMENDATION

It is recommended that the Board of Education authorize the administration to enter into a facility rental agreement with New Trier Aquatics as presented as part of the consent agenda on December 14, 2026.