

**WARNING RESOLUTION – JOSEPH CIMA  
TENURED TEACHER, BOGAN HIGH SCHOOL**

**TO THE CHICAGO BOARD OF EDUCATION**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:**

That the Chicago Board of Education adopts the Warning Resolution for Joseph Cima and that a copy of this Board Report and Warning Resolution be served upon Joseph Cima.

**DESCRIPTION:** Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and the Employee Discipline and Due Process Policy, Board Report 04-0728-PO1, a Warning Resolution must be adopted and issued to Joseph Cima, Teacher, to inform him that he has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Joseph Cima pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. Directives for improvement of this conduct are contained in the Warning Resolution.

**LSC REVIEW:** LSC review is not applicable to this report.

**AFFIRMATIVE ACTION REVIEW:** None.

**FINANCIAL:** This action is of no cost to the Board.

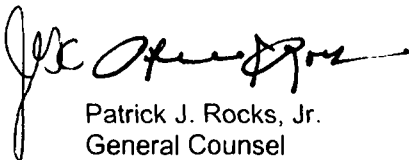
**PERSONNEL IMPLICATIONS:** None.

Respectfully submitted,



Ron Huberman  
Chief Executive Officer

Approved as to legal form:



Patrick J. Rocks, Jr.  
General Counsel