

March 21, 2018

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
REGARDING THE DISMISSAL OF TAMIKA GRAHAM, TENURED TEACHER
ASSIGNED TO GALE ELEMENTARY COMMUNITY ACADEMY**

WHEREAS, pursuant to Section 34-85 of the Illinois School Code, 105 ILCS 5/34-85, a hearing was conducted before an impartial hearing officer, Fredric R. Dichter, certified by the Illinois State Board of Education; and

WHEREAS, after the conclusion of the dismissal hearing afforded to Tamika Graham, the Hearing Officer made written findings of fact and conclusions of law and recommended that Ms. Graham be reinstated and made whole; and

WHEREAS, the Board of Education of the City of Chicago has reviewed the post-hearing briefs and hearing transcript and exhibits ("record"), along with the findings of fact, conclusions of law, and recommendation of Hearing Officer Dichter regarding the dismissal charges preferred against Ms. Graham; and

WHEREAS, the parties were given an opportunity to submit exceptions and a memorandum of law in support of or in opposition to the Board's adoption of Hearing Officer Dichter's recommendation; and

WHEREAS, the Board of Education of the City of Chicago partially accepts and partially rejects the factual findings and conclusions of law of the hearing officer and concludes that the record does not establish sufficient cause for dismissal of Ms. Graham.

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago, as follows:

Section 1: After considering (a) the Hearing Officer's findings of fact, conclusions of law and recommendation, (b) the record of the dismissal hearing, and (c) any exceptions and memoranda of law submitted by the parties, the Board of Education of the City of Chicago (the "Board") partially accepts and partially rejects the factual findings and conclusions of law of the hearing officer.

Section 2: The Board accepts the Hearing Officer's recommendation that Ms. Graham be reinstated and made whole and makes additional findings and conclusions as detailed in an Opinion and Order adopted under separate cover.

Section 3: This Resolution shall take full force and effect upon its adoption.

THEREFORE, this Resolution is hereby adopted by the members of the Board of Education of the City of Chicago on March 21, 2018.