

April 27, 2022

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
REGARDING THE DISMISSAL OF THOMAS JEFFERSON BILLUPS,
TENURED TEACHER, ASSIGNED TO JOSEPH LOVETT ELEMENTARY SCHOOL**

WHEREAS, pursuant to Section 24A-5(m) of the Illinois School Code, 105 ILCS 5/24A-5(m), Anne Weiland, an impartial hearing officer certified by the Illinois State Board of Education, conducted a hearing in 2017, made factual findings, concluded Thomas Billups failed to remediate his unsatisfactory performance, and recommended the Board of Education of the City of Chicago (Board) discharge him as a tenured teacher; and

WHEREAS, the Board accepted Hearing Officer Weiland's factual findings and recommendation and discharged Billups effective January 24, 2018; and

WHEREAS, the Illinois Appellate Court reversed the Board's discharge decision, finding "the Board failed to make factual findings that were material to the ultimate determinations of whether [Billups'] conduct was unsatisfactory and whether [Billups] failed to successfully complete his remediation plan."

WHEREAS, the Illinois Appellate Court remanded the case to the Board for a fact-finding hearing on five questions; and

WHEREAS, upon remand, Hearing Officer Weiland had retired, the parties chose Thomas Sonneborn, another hearing officer certified by ISBE; and

WHEREAS, Hearing Officer Sonneborn conducted a second Section 24A-50(m) hearing in July and August 2021, answered the appellate questions, made written findings of fact, concluded Billups failed to remediate his unsatisfactory performance, and recommended the Board discharge him as a tenured teacher; and

WHEREAS, the Board has reviewed the Illinois Appellate Court Order, the transcripts of the 2017 and 2021 hearings, the pre- and post-hearing proceedings before Hearing Officer Sonneborn, the exhibits admitted into evidence, the parties' pre- and post-hearing briefs (the record), as well as Hearing Officer Sonneborn's Findings and Recommendation; and

WHEREAS, the parties submitted exceptions and memoranda of law in support of or in opposition to the Board's adoption of Hearing Officer Sonneborn's Findings and Recommendation; and

WHEREAS, the Board of Education of the City of Chicago has issued an Opinion and Order, accepting certain factual findings by Hearing Officer Sonneborn and rejecting others, making additional factual findings based upon the record, and concluding the preponderance of the evidence supports a finding that Billups failed to remediate his unsatisfactory teaching performance;

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

Section 1: The Board of Education of the City of Chicago has issued an Opinion and Order, detailing its factual findings and legal analysis, and accepting Hearing Officer Sonneborn's recommendation to discharge Thomas Jefferson Billups.

Section 2: Thomas Jefferson Billups is hereby discharged from his employment with the Board of Education of the City of Chicago effective April 27, 2022.

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 April 27, 2022.