

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
REGARDING THE DISMISSAL OF PAMELA LUGG, TENURED TEACHER,
ASSIGNED TO BETSY ROSS ELEMENTARY SCHOOL**

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, Vicki Peterson Cohen, appointed by the Illinois State Board of Education; and

WHEREAS, after the conclusion of the dismissal hearing afforded Pamela Lugg, the hearing officer made written findings of fact and conclusions of law, and recommended the dismissal of Pamela Lugg; 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 Cohen regarding the dismissal charges preferred against Pamela Lugg; 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 Cohen's recommendation; and

WHEREAS, the Board of Education of the City of Chicago finds that the facts constitute cause and grounds for Pamela Lugg's dismissal; and

WHEREAS, it is the opinion of the Board of Education of the City of Chicago that Pamela Lugg be dismissed;

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 memorandum of law submitted by the parties, the Board of Education of the City of Chicago adopts the recommendation of the hearing officer, except for the following corrections or clarifications:

- i. We find that J.W. heard Lugg "whip" student T. in the bathroom (H.O. opinion and order pg. 11);
- ii. We correct the hearing officer's recommendation to make clear that the CEO, not Board counsel, files dismissal charges against tenured teachers (H.O. opinion and order pg. 12); and
- iii. We correct a typographical error to clarify that Lugg engaged in "corporal" punishment, not "corporate" punishment (H.O opinion and order pg.13).

Section 2: Pamela Lugg is hereby dismissed from her employment with the Board of Education of the City of Chicago.

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

THEREFORE, this Resolution is hereby adopted/~~rejected~~ by the members of the Board of Education of the City of Chicago on April 28, 2010.