

November 16, 2011

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO REGARDING THE  
DISMISSAL PROCEEDINGS REGARDING GHANIYYA LUFTI, TENURED TEACHER,  
ASSIGNED TO FENGER HIGH 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, Ellen Alexander, appointed by the Illinois State Board of Education; and

**WHEREAS**, after the conclusion of the dismissal hearing that was afforded to Ghaniyya Lufti, the Hearing Officer made written findings of fact and conclusions of law, and recommended the reinstatement of Ghaniyya Lufti; 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 Alexander regarding the dismissal charges preferred against Ghaniyya Lufti; 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 Alexander's recommendation; and

**WHEREAS**, the Board of Education of the City of Chicago finds that the facts and assessment of witness credibility as found by the Hearing Officer constitute cause and grounds for reinstatement of Ghaniyya Lufti; and

**WHEREAS**, the Board of Education finds that the Hearing Officer's interpretation of Board policies fails to address the policies' plain language;

**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 Petitioner, the Board of Education of the City of Chicago accepts in part, and rejects in part, the Hearing Officer's findings of fact and legal conclusions, with the exceptions noted in the Appendix to this Resolution.

**Section 2:** Ghaniyya Lufti is reinstated to her employment with the Board of Education. However, she is suspended without pay for 30 days, which time has already been served. Back pay is awarded to Ms. Lufti with full seniority, in the amount of \$134,227.99 and benefits, subject to offset by all sources of income and unemployment benefits, and subject to the unpaid suspension.

**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 November 16, 2011.