

October 24, 2018

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO REGARDING THE DISCHARGE OF DAPHNE MOORE, TENURED TEACHER, ASSIGNED TO EARLE STEM 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, Brian Clauss, certified by the Illinois State Board of Education; and

**WHEREAS**, after the conclusion of the dismissal hearing afforded to Daphne Moore, the Hearing Officer made written findings of fact and conclusions of law, and recommended the reinstatement of Ms. Moore; 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 Clauss; 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 Clauss's recommendation; and

**WHEREAS**, the Board of Education of the City of Chicago accepts in part and rejects in part the factual findings and conclusions of the hearing officer, and it concludes that the record does not establish sufficient cause for dismissal of Ms. Moore.

**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 accepts in part and rejects in part the Hearing Officer's findings of fact and legal conclusions, and it makes additional findings as detailed in an attached Opinion and Order adopted under separate cover, on the basis of which the Board accepts the Hearing Officer's recommendation for reinstatement.

**Section 2:** Daphne Moore is hereby reinstated to her employment with the Board of Education of the City of Chicago, and less the wage amount for a 90-day suspension (deemed as time served) and the amount of mitigation by the teacher.

**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 October 24, 2018.