



NILES TOWNSHIP HIGH SCHOOL DISTRICT 219

7700 Gross Point Rd
Skokie, IL 60077
847-626-3000
www.niles219.org

June 5, 2026

**VIA EMAIL, REGULAR MAIL
AND CERTIFIED MAIL,
RETURN RECEIPT REQUESTED**

Nathan Gray
[REDACTED]

Re: Notice of Recommendation for Dismissal

Dear Mr. Gray:

As you know, the District's administration investigated allegations that you made inappropriate and unprofessional comments to a student on May 11, 2026. This investigation included a due process interview with you and your union representative on June 1, 2026. Following your due process meeting, you submitted several documents to the District including a "Formal Response," and "Statement of Facts Timeline."

Findings

After a thorough review of the facts and evidence, including consideration of your interview responses, the District concludes that you violated the directives of the Notice to Remedy issued to you on December 10, 2021. Specifically, on May 11, 2026, while discussing a student's topic for a persuasive essay assignment, you told the student that their topic was a "middle-school topic" and, instead, encouraged the student, who is Black/African American, to change their topic to "the N-word."

During your due process meeting you admitted you encouraged the student to change their topic to the N-word. While you admitted that you "could have used better judgment," you also defended your statements as demonstrating high standards and appropriate relationship because you were "trying to point out problems in our world." You also stated that the student [REDACTED]

[REDACTED] In your "Statement of Facts Timeline," you stated you were "deeply surprised" when the student [REDACTED]

Additionally, in your “Formal Response,” you state that the student [REDACTED] which you argue shows that the “[t]here is no evidence of sustained education disruption attributable to [your] conduct.”

We further find that your behavior on May 11, 2026 substantially undermines a safe and healthy learning environment for our students. Your statements were offensive and marginalizing to the student, as well as to the student’s family.

Your conduct violates Board Policy 5:120 because you have again grossly failed to meet your professional expectations to maintain high standards in your job performance, to assure the learning environment is characterized by respect and equal opportunity for each student, regardless of race or color, and to maintain a professional relationship with students at all times.

Your conduct violates Board Policy 7:10 because you have again denied equal educational opportunities to students based on their race or color. You continue to exhibit clear bias against Black students, to the detriment of students and their educational access.

This conduct violates Board Policy 7:20, which prohibits harassment against any student based on their race or color. Your conduct caused the student clear psychological harm, which was displayed by [REDACTED].

Violation of the December 10, 2026 Notice to Remedy

As you know, the terms of your Notice to Remedy required you to refrain from making inappropriate racial comments/remarks, to treat all students with respect and dignity, and to adhere to all Board Policies, including Board Policy 5:120. You received your Notice to Remedy, in part, for inappropriate comment you made regarding race, specifically towards Black students.

During your due process hearing, you stated that you did not believe that your conduct on May 11, 2026, violated your Notice to Remedy because the comment did not occur in class but during homeroom. Further, in your “Formal Response,” you described your previous conduct as “reading a historical Dr. Martin Luther King, Jr. quote aloud from a school approved book.” This mischaracterization displays a complete lack of awareness of the severity of your prior conduct.

Your actions on May 11, 2026 directly violated the terms of the Notice to Remedy issued to you on December 10, 2021.

Recommendation for Termination

Based on these findings, the Administration will recommend to the Board of Education that your employment as a Teacher at the District be terminated, effective immediately, in accordance with Section 5/24-12 of the *Illinois School Code*, as there is sufficient cause and as the interests of the District require such.

The Administration will recommend to the Board of Education that you be issued a Notice of Charges and Bill of Particulars to effectuate your termination. The Administration will submit this recommendation to the Board at a meeting on June 9, 2026. You may appear before the Board in closed session to address the Board in response to the recommendation. You may have your union representative present in closed session. Please let me know by noon on June 7, 2026, whether you plan to appear at the Board Meeting.

A draft of the proposed Board Resolution, the Notice of Charges and Bill of Particulars which we will present to the Board are enclosed for your review. If you have any questions, please contact me directly.

Sincerely,



Ray Chung

Executive Director of Human Resources and Legal Services

Cc: Mr. Thomas Moore, Superintendent
Dr. Roszena Haskins, Deputy Superintendent
Ms. Jean Moy, Director of Human Resources
Mr. Steve Parnter, Principal
Ms. Page Powell, Associate Principal for Curriculum
Mr. Mark Thomas, Interim Assistant Principal for Operations
Ms. Sara Klos, Director of English
Mr. Matthew Fahrenbacher, NTFTSS President
Personnel File

Enclosures: Notice of Charges
Bill of Particulars