

**RESOLUTION AUTHORIZING ISSUANCE OF NOTICE OF CHARGES
AND DISMISSAL AND ISSUANCE OF NOTICE OF HEARING RIGHTS
TO NATHAN GRAY**

WHEREAS, the Board of Education of Niles Township High Schools District 219 (the "Board") is empowered to manage and operate the schools of the District;

WHEREAS, the Board has the power to dismiss tenured teachers for cause pursuant to Sections 5/24-12 and 5/10-22.4 of the *Illinois School Code*;

WHEREAS, the Administration has received notice that Nathan Gray ("Gray") violated the terms of the Notice to Remedy issued to him on December 10, 2021, which constitutes cause for discharge and dismissal of Gray as a Teacher in the District;

WHEREAS, after conducting a full review and permitting Gray the opportunity to respond to the information referenced above, the District's Administration notified Gray that it would recommend his dismissal to the Board and provided Gray with a written description of the factual findings and charges made to support the recommendation of dismissal to the Board;

WHEREAS, the District's Administration has recommended to the Board the dismissal of Gray;

WHEREAS, the Board has reviewed the factual findings made by the Administration in support of its recommendation and has determined that sufficient reasons and causes exist for the dismissal of Gray, that such reasons and causes have harmed the District and its students and are irremediable; and

WHEREAS, the Board hereby finds that the best interests of the District require the dismissal of Gray.

NOW THEREFORE, Be it Resolved by the Board as follows:

SECTION 1: That the Board has considered the stated charges, reasons, and deficiencies as stated in the Notice of Charges and Dismissal and Hearing Rights ("Notice of Charges"), Exhibit A attached to and made a part of this Resolution, and the Bill of Particulars, Exhibit B attached to the Resolution, and does adopt such charges for the dismissal of Gray as a Teacher employed by the Board.

SECTION 2: That Gray is to be dismissed as a Teacher of the Board, in conformance with Sections 5/24-12 and 5/10-22.4 of the *Illinois School Code* and in conformance with the previously stated Notice of Charges, and that the effective date of such dismissal shall be in conformance with Section 5/24-12 of the *Illinois School Code*.

SECTION 3: That the President of the Board is authorized and directed, in conformance with Section 5/24-12 of the *Illinois School Code*, to serve or cause to be served on Gray within five (5) days, a true and correct copy of this Resolution, the Notice of Charges, attached as Exhibit

A and the Bill of Particulars, attached as Exhibit B. Service is to be effectuated by sending these documents to Gray at his last known address via regular mail and by certified mail, return receipt requested and by having copies personally delivered to him.

SECTION 4: That if Gray requests in writing within seventeen (17) days of receipt of the Notice of Charges that a hearing be scheduled, the Board will grant and afford a dismissal hearing before a mutually selected hearing officer or a hearing officer selected by the Board. If Gray requests a dismissal hearing, the Board's best interests require Gray to be suspended without pay pending the outcome of the hearing.

SECTION 5: The Notice of Charges will inform Gray that he has the right to request a hearing before a mutually selected hearing officer, with the cost of the hearing officer split equally between Gray and the Board, or a hearing before a Board-selected hearing officer, with the cost of the hearing paid by the Board.

SECTION 6: That if Gray requests, in accordance with the *Illinois School Code*, that a dismissal hearing be held, the Board's President and Secretary are authorized and directed to prepare, or cause to be prepared and serve or cause to be served, a Notice of Hearing, substantially in the form of Exhibit C attached hereto and made a part of this Resolution, on Gray, scheduling the hearing before a disinterested hearing officer. In addition, the District's legal counsel, Robbins Schwartz, is appointed counsel for the District in connection with the dismissal of Gray and is authorized to proceed with the selection of a hearing officer as provided by law, if Gray requests such a hearing.

SECTION 7: That if Gray, within seventeen (17) days of receipt of the Notice of Charges, does not request in writing that a hearing be scheduled pursuant to Section 24-12 of the *Illinois School Code*, Gray shall waive his right to be granted a hearing, no hearing shall be scheduled, and this dismissal shall become effective on the date of the Board's adoption of this Resolution.

SECTION 8: That the President of the Board is authorized and directed to prepare, or cause to be prepared, and issue or cause to be issued, such other additional notices and documentation as may be necessary in order to effectuate the dismissal of Gray in conformance with Section 5/24-12 of the *Illinois School Code*.

SECTION 9: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 9th of June of 2026 by the following roll call vote:

Ayes: WOOD RUPP STENNETT COOLEY MISNIEWSKI

Nays:

Absent: KO A KHRAS

[SIGNATURES ON THE FOLLOWING PAGE]

[Redacted Signature]

President

Attest: /

[Redacted Signature]

Secretary

Exhibit A

NOTICE OF CHARGES AND DISMISSAL AND HEARING RIGHTS

June 9, 2026

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

Nathan Gray


Dear Mr. Gray:

Pursuant to Sections 5/24-12 of the *Illinois School Code* and 23 *Illinois Administrative Code* 51.30, you are hereby notified that you are dismissed as a Teacher in Niles Township High Schools District 219 (the "District") on the basis of the following charges:

- Charge 1:** On May 11, 2026, you told a Black/African American student that they should change their persuasive writing topic to "the N-word."
- Charge 2:** By engaging in the conduct set forth in Charge 1, you violated Board Policy 5:120 (Employee Ethics, Conduct, and Conflict of Interest) by failing to maintain high standards in your job performance, failing to assure that the learning environment is characterized by respect and equal opportunity for each student, regardless of race or color, and failing to maintain professional relationships with students.
- Charge 3:** By engaging in the conduct set forth in Charge 1, you violated Board Policy 7:10 by failing to provide equal educational opportunities to students based on their race or color.
- Charge 4:** By engaging in the conduct set forth in Charge 1, you violated Board Policy 7:20 by causing psychological harm to a student because of your statements regarding the student's race and color.
- Charge 5:** Your conduct as set forth in Charge 1 has been disruptive to the educational process and detrimental to the District's students.
- Charge 6:** Your conduct as set forth in Charge 1 violates the directives in your December 10, 2021, Notice of Remedial Warning.

The *Bill of Particulars* supporting these six (6) charges is attached.

Within seventeen (17) days after receiving this Notice, you may request in writing to the Board of Education, that a hearing be scheduled before a mutually selected hearing officer, with the cost of the hearing officer split equally between yourself and the Board, or a hearing before a Board-selected hearing officer, with the cost of the hearing officer paid by the Board. Any request that a hearing be scheduled shall be addressed to:

Board of Education of Niles Township High Schools District 219
Attn: Board Secretary
7700 Gross Point Rd
Skokie, IL 60077

You are also required to send a copy of a request for hearing to:

Illinois State Board of Education
Attention: General Counsel
100 W. Randolph St.
Chicago, IL 60601

The effective date of your dismissal is as provided in the enclosed copy of the Resolution providing for your dismissal.

Dated this 9th of June 2026.

**BOARD OF EDUCATION OF NILES
TOWNSHIP HIGH SCHOOLS DISTRICT 219,
COOK COUNTY, ILLINOIS**

By: 
President

ATTEST:
By: 