

EXHIBIT B

BILL OF PARTICULARS

June 9, 2026

**VIA HAND DELIVERY, 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 provided with this Bill of Particulars supporting the reasons and causes for your dismissal as a teacher in Niles Township High Schools District 219 (the "District"), in Cook County, Illinois.

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."**

- a. On May 11, 2026, you had a conversation with a student about their topic for a persuasive essay assignment.
- b. You told the student, who is Black/African American student, that their essay topic was "a middle-school topic" and that the student should instead write about "the N-word."
- c. Your statements were offensive and marginalizing to the student, as well as the student's family.
- d. During the due process meeting to discuss your conduct, you stated that your conduct demonstrated "high standards and appropriate relationship with student" because you were "trying to point out problems in our world."
- e. You stated during your due process meeting that you did not believe your conduct violated your previous Notice to Remedy because you did not make the comment in class, but during home room.
- f. Your responses during your due process meeting and communications after the fact display a complete failure to understand the severity of your actions.

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.

- a. The Board of Education issued you a Notice of Remedial Warning on December 10, 2021, based on your inappropriate and unprofessional conduct towards students.
- b. The District found that you made inappropriate jokes regarding Black/African Americans and made inappropriate comments towards students regarding their ethnicity.
- c. The Notice of Remedial Warning directed you to remedy your conduct, act professionally in all your interactions with students, refrain from making inappropriate racial comments or remarks, to treat all students with respect and dignity, and adhere to Board Policy 5:120.
- d. As explained in Charges 1-5, your conduct on May 11, 2026 violated these directives in your Notice of Remedial Warning.