



**Geneva Community Unit School District 304**  
227 North Fourth Street, Geneva, IL 60134

April 22, 2019

Via Email,  
USPS Certified Mail and  
USPS First Class Mail

Kimberley Hardt



Dear Ms. Hardt:

You are hereby informed pursuant to Section 24-12 of the *Illinois School Code*, 105 ILCS 5/24-12, that your conduct as a tenured teacher is found deficient and unsatisfactory in the following respects.

**I. Deficiencies in the conduct of Kim Hardt:**

- A. Board Policy 3233 and the State Officials and Employees Ethics Act, 5 ILCS 430/1 et seq. ("Ethics Act"), prohibit you from intentionally using any property or resources of the Board of Education in connection with any prohibited political activity.

"Prohibited political activity" is defined by Policy 3233 and the Ethics Act to include but is not limited to the following:

- Preparing for, organizing or participating in any political meeting, political rally, political demonstration or other political event;
  - Campaigning for any elective office;
  - Managing or working on a campaign for elective office.
- B. On or about March 18, 2019, you organized and registered with the Illinois State Board of Elections a political committee named "Geneva Educators 4 Students" using the address of a District 304 school. You did not have authorization or permission from any Geneva CUSD 304 official to use the school's address for this purpose.
- C. In addition to violating Board Policies 3233 and the Ethics Act, the conduct described above is also a violation of the Code of Ethics for Illinois Educators, 23 Ill. Admin. Code

22.20, which charges you to: demonstrate a high level of professional judgment, maintain professional integrity; maintain a professional relationship with the community; and comply with applicable laws and regulations.

**II. Required corrective action:**

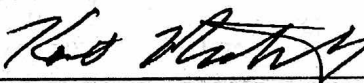
- A. You must cease and desist from violating the Board policies, laws and regulations detailed above, as well as all other Board policies, for the remainder of your employment as a tenured teacher in the School District;
- B. You must review all Board Policies and must review the laws and regulations cited above and shall seek the guidance of administration or attend professional development to understand the duties that are charged of you as a public employee.
- C. The requirements of this Notice to Remedy will remain in effect for the duration of your employment by the Board of Education. Your failure to comply with each and every requirement of this Notice to Remedy may result in termination of your employment.

This Board of Education informs you that it has determined these deficiencies to be causes, charges, defects and reasons that, if not removed, may result in charges against you and your dismissal as a tenured teacher and employee of Geneva CUSD 304. You are hereby instructed to remove and remedy each and every cause, charge, defect and reason stated above and to follow all directives contained therein.

BOARD OF EDUCATION OF GENEVA  
COMMUNITY UNIT SCHOOL DISTRICT 304  
KANE COUNTY, ILLINOIS

  
\_\_\_\_\_  
President, Board of Education

Attest:

  
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Secretary, Board of Education