



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

April 24, 2019

Via Email  
USPS Certified Mail  
USPS First Class Mail

Cathy Fuller

Dear Ms. Fuller:

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 Cathy Fuller:**

- 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, and from requiring other employees to engage in prohibited political activities.

"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;
- Distributing, preparing for distribution, or mailing campaign material on behalf of any candidate for elective office;
- Campaigning for any elective office;
- Managing or working on a campaign for elective office.

- B. Board Policy 7510 provides that use of school facilities for private purposes requires application to and authorization from the Superintendent or his designee.

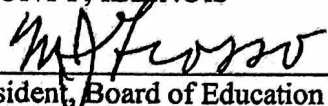
- C. On March 19, 2019, you participated in a private political forum wherein you were present and observed the interview of three of nine candidates running for the Geneva CUSD 304 Board of Education. You observed and were present for this interview in a Geneva Middle School South classroom. The interview was livestreamed on a public Facebook page for the purpose of endorsing and promoting the select panel of candidates. You did not have authorization or permission from any Geneva CUSD 304 official to be present for or to otherwise participate in the campaign event on Geneva CUSD 304 property. Prior to March 19<sup>th</sup>, you participated with others in the organization and planning of the forum.
- D. You also caused campaign materials addressed to District 304 teachers to be delivered to five District 304 schools, with the expectation that the packages would be accepted, handled and processed by school staff for delivery to the teachers through each school's mail system.
- E. In addition to violating Board Policies 3233 and 7510, as well as 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.

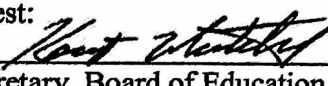
**II. Required corrective action:**

- 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