



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

Lisa Murphy

Dear Ms. Murphy:

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 Lisa Murphy:

- A. Board Policy 3233 and the State Officials and Employees Ethics Act, 5 ILCS 430/1 et seq. ("Ethics Act"), prohibit you from intentionally (1) using any property or resources of the Board of Education in connection with any prohibited political activity (2) or engaging in any prohibited political activity during compensated time.

"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;
- Soliciting votes on behalf of a candidate for elective office or helping in an effort to get voters to the polls;
- Managing or working on a campaign for elective office.

- B. In March 2019, you solicited three of nine candidates for the Geneva CUSD 304 Board of Education to visit your Kindergarten classroom and to engage in the instructional

lessons being taught to your students. One of the candidates you solicited was Katherine Frye.

- C. The three candidates you solicited were endorsed by various local campaign organizations as a single slate of school board candidates.
- D. On the morning of April 1, 2019, the day before the school board election, you hosted school board candidate Katherine Frye as a volunteer in your classroom for approximately one hour. Following the morning session with your students, Katherine Frye posted a promotional campaign video on her campaign Facebook page ("Katherine Frye for Board of Education District 304") describing her classroom experience with your students. Later, on April 1, 2019, you endorsed and promoted Frye's campaign video by sharing it and posting the following "comment" on the video page:

It was a pleasure having Katie join our classroom this morning! She made herself at home by helping students write and playing math games with them. Having this type of partnership between the teachers, the school board and the community is a dream. Let's make it a reality tomorrow, Geneva!

- E. After receiving notice of an investigation concerning possible misconduct, you attempted to conceal your actions by removing your comment on Katherine Frye's campaign video from public view.
- F. Your solicitation of and cooperation with Katherine Frye to use your classroom and students as part of a campaign promotional event, particularly during compensated time, is a violation of Board Policy 3233 and the Ethics Act.
- G. In addition to violating Board Policy 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:



Secretary, Board of Education