

**DECISION OF THE BOARD OF EDUCATION REGARDING
COMPLAINT RECEIVED AGAINST BOARD MEMBER ERIN CHAN
DING**

WHEREAS, on September 29, 2025, the District received an anonymous complaint via email from a 'Concerned Parent' alleging that Board member Erin Chan Ding (Ding) has been campaigning on District property in furtherance of her candidacy for Illinois State Representative. More specifically, the complaint identifies three events during which Ding was observed to have been campaigning at school events and/or on District property. The complaint also raised concerns about Ding's campaign social media page and the extensive District content on that same page.

WHEREAS, the complaint was assessed under the Board's Uniform Grievance Procedure outlined in Board Policy 2:260. Pursuant to Board Policy 2:260, the complaint was assigned to an outside investigator who prepared a report with findings and recommendations for the Board. The law firm of Robbins Schwartz was assigned as the outside investigator and delivered a report to the Board President and Superintendent dated October 31, 2025. The report was provided to the Board the next day.

WHEREAS, the complaint was evaluated and investigated in light of the following Board policies or laws:

- Board Policy 2:105 – Ethics and Gift Ban
- Board Policy 2:80 – Board Member Code of Conduct
- Board Policy 8:25 – Advertising and Distributing Materials in Schools Provided by Non-School Related Entities
- State Officials and Employee Ethics Act – 5 ILCS 403/5 *et seq.*

WHEREAS, the investigators interviewed four Board members including Ding, and evaluated numerous documents including the complaint, emails, and text messages. Consistent with Board Policy 2:260, the complaint was evaluated under a 'preponderance of the evidence' standard. Under this standard, the burden of proof is met when the evidence shows a greater than 50 percent chance the allegations are true.

WHEREAS, the investigative report includes the following findings:

- There is sufficient evidence to conclude that Ding violated Board Policy 2:105 on multiple occasions, particularly when she engaged in prohibited political activity and used District property at two District events.
- There is sufficient evidence to conclude that Ding violated Board Policy 2:105 when she used District resources in connection with her political activity on social media.
- There is significant evidence to conclude that Ding acted in a manner that had the appearance of impropriety related to her conduct and her use of social media in violation of Board Policy 2:80.

- The investigative report notes that Ding may have misunderstood the extent of her involvement in prohibited political activities, and the investigators suggest that the findings of violations of Board policy can be viewed as technical rather than flagrant violations.

WHEREAS, as a remedial measure, the investigative report recommends that the Board consider training on compliance with Board Policy 2:105.

NOW THEREFORE, having evaluated the report in its totality and in consideration of the facts and circumstances, the Board reaches the following conclusions:

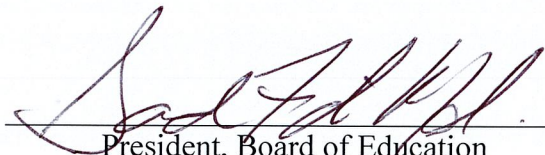
- The Board ACCEPTS the finding that there is sufficient evidence to conclude that Ding violated Board Policy 2:105 on multiple occasions, particularly when she engaged in prohibited political activity and used District property at two District events.
- The Board ACCEPTS the finding that there is sufficient evidence to conclude that Ding violated Board Policy 2:105 when she used District resources in connection with her political activity on social media.
- The Board ACCEPTS the finding that there is significant evidence to conclude that Ding acted in a manner that had the appearance of impropriety related to her conduct and her use of social media in violation of Board Policy 2:80.
- The Board ACCEPTS the finding that Ding appears to have ceased engaging in prohibited political activities but REJECTS the investigators' suggestion that the findings of violations of Board policy can be viewed as technical rather than flagrant violations.
- The Board notes that shortly after announcing her candidacy for State Representative, the Board provided Ding with a memorandum from the Board Attorney addressing prohibited political activities. On several occasions the Board President advised Ding that certain conduct was prohibited under Board Policy and could cause the Board reputational harm and be disruptive to the work of the Board. Despite this guidance and these admonitions, Ding engaged in prohibited political activities.
- The Board will offer training in compliance with Board Policy 2:105 with such training to be mandatory for Ding and optional for all other Board members. This training must be completed by Ding within fifteen (15) days of the date of this decision.
- In the event of any further acts by Ding in contravention of Board Policy or inconsistent with the required training, the Board will consider more serious measures including a formal censure resolution.
- The Board Secretary is directed to provide a copy of this decision to the Complainant, Ding, and the outside investigator.
- In accordance with the Enforcement provision of Board Policy 2:105, the Board Secretary is directed to notify the Lake County State's Attorney of the decision.

ADOPTED this 18th day of November 2025, by a roll call vote as follows:

YES: Bradford, Altshuler, Collister-Lazzari, Wang, Clopton, &

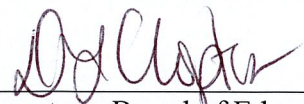
NO: Chen Ding Srivastava

ABSENT: none



President, Board of Education

Attest:



Secretary, Board of Education