

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY



**Office of Government Ethics**

In Re: T. [REDACTED] Leray  
Case No.: 26-0013-P

NEGOTIATED DISPOSITION

Pursuant to section 221(a)(4)(A)(v)<sup>1</sup> of the Board of Ethics and Government Accountability Establishment and Comprehensive Ethics Reform Amendment Act of 2011 (“Ethics Act”), effective April 27, 2012 (D.C. Law 19 -12 4, D.C. Official Code § 1 -116 1.01 *et seq.*), the Office of Government Ethics (“the Office” or “OGE”) hereby enters this Negotiated Disposition with the Respondent, T. Leray. Respondent agrees that the resulting disposition is a settlement of the above-titled action, detailed as follows:

I. FINDINGS OF FACT

OGE conducted an investigation into allegations that the Respondent violated her duty to use District time solely for authorized District-related business. The investigation confirmed that Respondent has been employed by DC Public Schools (DCPS) as a Speech Pathologist since 2023. Her official tour of duty is Monday and Tuesday from 8:00 a.m. to 4:30 p.m. in the office, and Wednesday through Friday via telework. In this role, Respondent is responsible for providing speech and language development strategies to support students throughout the District.

In addition to her DCPS position, Respondent holds outside employment as an Assistant Professor in the Speech Pathology Program at Marymount University. This position does not require adherence to fixed work hours; rather, Respondent is obligated to meet contractual responsibilities, including teaching twelve credits per semester, participating in required institutional activities, attending various faculty and department meetings, and holding student office hours. Specifically, Respondent teaches a weekly online course on Tuesdays and Wednesdays from 6:00 p.m. to 7:00 p.m. and attends various departmental and faculty meetings that occur Monday through Friday, between 8:00 a.m. and 5:00 p.m., weekly.

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<sup>1</sup> Section 221(a)(4)(E) of the Ethics Act provides, “[i]n addition to any civil penalty imposed under this title, a violation of the Code of Conduct may result in the following: . . . [a] negotiated disposition of a matter offered by the Director of Government Ethics, and accepted by the respondent, subject to approval by the Ethics Board.”

The investigation found that on September 5, 2025, at 1:30 p.m., Respondent was physically present at Marymount University and appeared on social media in a promotional video for an upcoming Speech Pathology Program event. For that date, she reported eight hours of situational telework to DCPS for pay on her District timesheet. Similarly, Respondent attended meetings and conducted business on behalf of Marymount University—both virtually and on campus—during her District tour of duty on the following dates, while reporting eight hours of regular hours worked, routine/situational telework, or sick leave to DCPS: August 22, 2025; September 5, 2025; September 12, 2025; September 19, 2025; October 10, 2025; October 17, 2025; December 12, 2025; January 14, 2026; January 21, 2026; February 4, 2026; February 11, 2026; February 18, 2026; February 25, 2026; March 4, 2026; and March 11, 2026.

## II. NATURE OF VIOLATIONS

Respondent violated the following provision of the District Personnel Manual (“DPM”):

**Count One:** Engaging in any outside employment, private business activity, or other interest that is reasonably likely to interfere with the employee's ability to perform his or her job, or which may impair the efficient operation of the District government in violation of DPM § 1807.1(a).

- Respondent attended meetings and conducted business on behalf of Marymount University during her scheduled District telework hours, without taking appropriate leave, on a near-weekly basis. The frequency of these occurrences constitutes as interference with her availability to perform official District responsibilities, in violation of DPM § 1807.1(a).

**Count Two:** Using government time or resources for other than official business, or government approved or sponsored activities in violation of DPM § 1807.1(b).

- Respondent attended meetings and conducted business for Marymount University during her scheduled District tour of duty on nineteen occasions, without taking appropriate leave, while claiming regular pay, routine/situational telework or sick leave on her DCPS timesheet, in violation of DPM § 1807.1(b).

**None of the above-referenced actions were authorized by the District of Columbia.**

Respondent accepts full responsibility for the conduct stated herein. Respondent acknowledges that her conduct violated the Code of Conduct. Moreover, by agreeing to settle this matter via a negotiated disposition, Respondent will allow OGE to avoid expending significant time and resources to litigate this matter through a contested hearing and to focus its resources on other investigations.

## III. TERMS OF THE NEGOTIATED DISPOSITION

Respondent acknowledges that her conduct violated the District Code of Conduct. Respondent agrees to pay a total fine in the amount of \$4,000.00 to resolve this matter, in accordance with the

following terms and conditions:

1. Respondent agrees to pay \$4,000.00, through bi-weekly payments of \$250.00 to be deducted from her District government paycheck by the Office of Pay and Retirement Services until the fine is paid in full (July 2, 2027 (the "Maturity Date"));
2. By this agreement, Respondent expressly authorizes the Office of Pay and Retirement Services (OPRS) to make automatic deductions and to transfer such funds to the Board of Ethics and Government Accountability;
3. In the event that Respondent's employment with the District government ceases prior to complete satisfaction of the fine amount, Respondent agrees that any outstanding fine or restitution amount will be satisfied by deduction, in full, from Respondent's final District government paycheck and/or any payment to the Respondent from the District government for unused annual leave;
4. Respondent agrees not to engage in such conduct in the future, and to attend a full ethics training no later than October 1, 2026.

In consideration of the Respondent's acknowledgement and agreement, OGE will seek no further remedy and will take no further action related to the above misconduct. By agreeing to settle this matter via a negotiated disposition, Respondent will allow OGE to avoid expending significant time and resources to litigate this matter through a contested hearing, and to focus its finite resources on other investigations. Respondent waives her right to proceed to an adversarial hearing in this matter and voluntarily, knowingly, and understandingly consents to the Board's imposition of a fine against her in this matter.

Respondent also understands that if she fails to pay the \$4,000.00 fine in the manner and within the time limit provided above, pursuant to section 221(a)(5)(A) of the Ethics Act (D.C. Official Code § 1-1162.21(a)(5)(A)), the Ethics Board may file a petition in the Superior Court of the District of Columbia for enforcement of this Negotiated Disposition and the accompanying Board Order assessing the fine. Respondent agrees that this Negotiated Disposition is not just an admission of wrongdoing but constitutes various factual admissions that may be used in any subsequent enforcement or judicial proceeding that may result from failure to comply with this agreement.

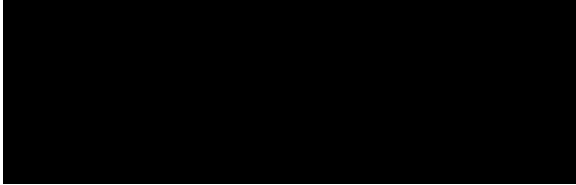
Respondent knowingly and willingly waives the right to appeal the accompanying Board Order imposing a fine in this matter in exchange for the concessions made by this Office in this Negotiated Disposition. Respondent further understands that at her failure to adhere to this agreement, OGE may instead, at its sole discretion, recommend that the Ethics Board nullify this settlement and hold an open and adversarial hearing on this matter, after which the Ethics Board may impose sanctions up to the full statutory amount (\$5,000.00 per violation and restitution) as provided in the Ethics Act for each violation.<sup>2</sup> Because OGE is, at this time, foregoing requesting that the Ethics Board hold an open and adversarial hearing on this matter, Respondent waives any

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<sup>2</sup> Section 221(a)(1) (D.C. Official Code § 1-1162.21(a)(1)).

statute of limitation defenses should the Ethics Board decide to proceed in that matter as a result of Respondent's breach of this agreement.

The mutual promises outlined herein constitute the entire agreement in this case. Failure by the Respondent to adhere to any provision of this agreement is a breach, rendering the entire agreement voidable at the Board's discretion. By our signatures, we agree to the terms outlined above.



T [REDACTED] LERAY  
Respondent

07/06/2026

Date

Handwritten signature of Ashley Cooks in black ink.

ASHLEY COOKS  
Director of Government Ethics

7/9/2026

Date

This agreement shall not be deemed effective unless and until it is approved by the Board of Ethics and Government Accountability, as demonstrated by the signature of the Chairperson below.

**APPROVED:**

Handwritten signature of Norma B. Hutcheson in black ink.

7/9/2026

NORMA HUTCHESON  
Chairperson, Board of Ethics and Government Accountability  
26-0013-P  
AC/BK

Date

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY



Office of Government Ethics

IN RE: T [REDACTED] Leray  
Respondent

CASE No.: 26-0013-P

**ORDER**

Based upon the mutual representations and promises contained in the Negotiated Disposition approved by the Board on July 9, 2026, and upon the entire record in this case, it is, therefore:

ORDERED that Respondent pay a civil penalty in the amount of FOUR THOUSAND DOLLARS (\$4,000.00).

This Order is effective upon approval by the Board of Ethics and Government Accountability, as demonstrated by the signature of the Chairperson below.

7/9/2026

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NORMA HUTCHESON  
Chairperson, Board of Ethics and Government Accountability

\_\_\_\_\_  
Date