

**RESOLUTION APPROVING CHARGES OF NEGLIGENCE AND MISCONDUCT
AGAINST BOARD MEMBER RAYYA GHANI**

WHEREAS, the Board of Education (the "Board") for Dolton School District 149 (the "District") was created by and operates under the provisions of the Illinois School Code, and all laws amendatory thereof and supplementary thereto; and

WHEREAS, Members of the Board ("Members") take an Oath of Office consistent with 105 ILCS 5/10-16.5 and District Board Policy 2:80: Board Member Oath and Conduct; and

WHEREAS, Members are expected to act in accordance with the Code of Conduct adopted by the Board as Board Policy 2:80-E: Board Member Code of Conduct; and

WHEREAS, Members are expected to act in accordance with Board Policies 2:10: School District Governance; 2:20: Powers and Duties of the School Board; and 5:20: prohibiting harassment of District employees; and

WHEREAS, the Board President is a position elected by the Members in order to complete the duties of office listed in Board Policy 2:110 and consistent with 105 ILCS 5/10-13; and

WHEREAS, certain Board Members suspected that former Board President Rayya Ghani had failed to adequately perform her duties and violated her oath of office; and

WHEREAS, the Board voted on July 14, 2022, to remove former Board President Rayya Ghani from office and selected legal counsel to conduct an investigation into the misconduct; and

WHEREAS, the investigation resulted in substantiated findings against Board Member Rayya Ghani that are of sufficient concern for the Board and its constituents;

THEREFORE, be it resolved by the Board of Education of Dolton School District 149, County of Cook, State of Illinois, as follows:

Section 1. The foregoing recitals are incorporated into and made part of this Resolution.

Section 2. The Board, having reviewed the findings of the investigators and finding sufficient evidence to support the charges, adopts and issues the following charges against Board Member Ghani:

1. Board Member Rayya Ghani inappropriately directed that District employee A.B. receive a 6% pay raise despite the Board not approving such a raise.
2. Board Member Rayya Ghani went to Board Member Zacarias Castillo's house in order to harass and intimidate him following a Board vote, and Board Member Rayya Ghani made discriminatory comments about Board Member Castillo based on his race and nationality.
3. After Board Member Rayya Ghani was removed from the position of Board President by a majority of the Board, she continued to refer to herself as Board President verbally and in writing, and presented herself as such to the District, to the detriment of the business of educating the District's students.
4. Board Member Rayya Ghani inappropriately yelled, demeaned and harassed former Business Manager C. L.

5. Board Member Rayya Ghani failed to timely include items on the Board Agenda or relegated them to non-voting status when requested by Board Members.
6. Board Member Rayya Ghani failed to act in an appropriate manner and decorum of someone in her position, reflecting poorly on the Board and the District.

Section 3. The Board shall hold a formal hearing to review the charges and the associated evidence for each charge at a later date as to be scheduled by the Board President. Board Member Ghani shall be granted notice of this hearing in order to prepare any evidence or witnesses to aid in her defense. Board Member Ghani shall have the right to representation if she chooses to bring counsel.

Section 4. The headings for the articles, sections, paragraphs and subparagraphs of this Resolution are inserted solely for the convenience of reference and form no substantive part of this Resolution, nor should they be used in any interpretation or construction of any substantive provisions of this Resolution.

Section 5. The provisions of this Resolution are hereby declared to be severable, and should any provision of this Resolution be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein, and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

Section 6. All code provisions, resolutions, rules, and orders, or parts thereof,

in conflict herewith are, to the extent of such conflict, hereby superseded.


Section 7. This Resolution shall be effective and in full force immediately upon passage and approval.

ADOPTED this 11 day of Oct, 2022, by the following roll-call vote:

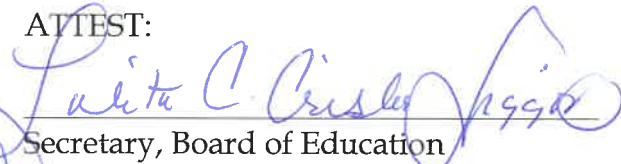
Ayes: 4

Nays: 1

Absent:



President, Board of Education
Dolton School District 149

ATTEST:


Secretary, Board of Education
Dolton School District 149
Pro temp