

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #1
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR AUTHORIZING A PAY INCREASE TO A.B.
WITHOUT BOARD APPROVAL**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, on at least one occasion, on or about June 22, 2022, Board Member Rayya Ghani directed that District employee A.B. receive a six percent (6%) pay increase despite knowing the Board had not approved that raise; and

WHEREAS, on at least one occasion, on or about June 22, 2022, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by improperly directing that District Employee A.B. receive such raise.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by taking “private action that might compromise the Board or administration.”

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.


ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4

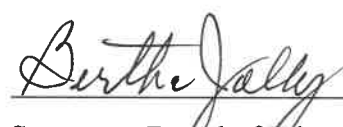
Nays: 2

Absent: 0

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest: 

Secretary, Board of Education

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #2
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR HARASMENT AND DISCRIMINATION AGAINST BOARD MEMBER
ZACARIAS CASTILLO**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, on at least one occasion, on or about February 16, 2022, Board Member Rayya Ghani sought out Board Member Castillo at his house in order to harass and bully him regarding his vote at the February Board Meeting; and

WHEREAS, on at least one occasion, Board Member Rayya Ghani made a discriminatory remark toward Board Member Castillo at a later Board Meeting; and

WHEREAS, on at least one occasion, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by harassing Board Member Castillo and making a discriminatory remark about Board Member Castillo.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by taking “private action that might compromise the Board or administration.”

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.


ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4

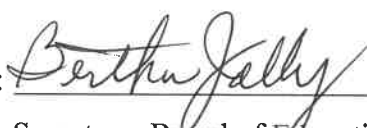
Nays: 2

Absent: 0

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest: 

Secretary, Board of Education

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #3
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR CONTINUING TO ACT AS BOARD PRESIDENT AFTER BEING
REMOVED FROM OFFICE**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, on or about July 14, 2022, The Board voted by majority vote to remove Board Member Rayya Ghani from her position as Board President; and

WHEREAS, on or about July 20, 2022, Board Member Rayya Ghani insisted on leading the regularly scheduled Board Meeting; and

WHEREAS, on at least one occasion, Board Member Rayya Ghani represented herself as Board President to the new superintendent and District staff; and

WHEREAS, on at least one occasion, Board Member Rayya Ghani sent emails referring to herself as Board President to District staff and legal counsel; and

WHEREAS, on or about July 19, 2022, Board Member Rayya Ghani sent an email to legal counsel referring to herself as Board President; and

WHEREAS, on or about July 20, 2022, Board Member Rayya Ghani sent an email to legal counsel referring to herself as Board President; and

WHEREAS, on or about August 3, 2022, Board Member Rayya Ghani sent an email to Superintendent White which included “Board President” in the signature block; and

WHEREAS, on or about August 16, 2022, Board Member Rayya Ghani replied to an email from board Member Tillman stating that she is the Board President whom he voted for until her term expires; and

WHEREAS, on or about August 17, 2022, Board Member Rayya Ghani sent a text message to Board Member Tillman stating that she is the Board President whom he voted for and to cease and desist his illegal behavior; and

WHEREAS, Board Member Rayya Ghani, during an investigatory meeting introduced herself as the current Board President and continued to refer to herself as such.

WHEREAS, Board Member Rayya Ghani was notified that she was no longer Board President; and

WHEREAS, on or about July 15, 2022, Attorney Kim Jannotta sent correspondence to Superintendent White explaining the vote to remove Rayya Ghani as Board President and the legal support for it and Superintendent White shared this with Board Member Rayya Ghani; and

WHEREAS, on multiple occasions, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by continuing to refer to herself as Board President after having been removed from the position.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by taking “abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels”.

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.


ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4

Nays: 2

Absent: 0

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest. 

Secretary, Board of Education

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #4
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR INAPPROPRIATELY YELLING, DEMEANING, AND HARASSING
FORMER BUSINESS MANAGER C.L.**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, on at least one occasion, Board Member Rayya Ghani yelled at C.L., cursed at him and called him “Bruno”; and

WHEREAS, on at least one occasion, on or about April 20, 2022, Rayya Ghani, a Member of the Board, went to C.L.’s office and yelled at him in a demeaning manner and raised her voice loud enough that she was heard through the walls; and

WHEREAS, on at least one occasion, on or about May 27, 2022, C.L. requested an audience before the Board asserting that he was subjected to a “very toxic and hostile work environment”; and

WHEREAS, on at least one occasion, on or about June 1, 2022, C.L. emailed his resignation to Board Member Rayya Ghani stating that “[t]his is the absolutely wrong way to treat a human being”; and

WHEREAS, on at least one occasion, on or about February 16, 2022, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by improperly yelling, demeaning, and harassing former Business Manager C.L..

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by taking “private action that might compromise the Board or administration.”

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.

ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4 _____


Nays: 2 _____

Absent: 0 _____

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest:  _____
Secretary, Board of Education

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #5
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR FAILING TO TIMELY INCLUDE ITEMS ON THE BOARD AGENDA OR
RELEGATED THEM TO NON VOTING STATUS WHE REQUESTED BY
BOARD MEMBERS**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, on at least one occasion, on or about January 21, 2022, Board Member Rayya replied to Board Member Tillman's email requesting several items be added to the Board agenda that the items may have to be placed on the Board's "concerns" section of the agenda; and

WHEREAS, on at least one occasion, on or about April 5, 2022, Board Member Rayya replied to Board Member Tillman's email, requesting items to be added to the Board agenda for a vote, stating that they can be added to the comments and concerns section of the Board agenda; and

WHEREAS, on at least one occasion, on or about January 21, 2022, Board Member Rayya replied to Board Member Tillman's email, again requesting to place old unfinished business items on the Board agenda, and only one of the six items were added to the agenda; and

WHEREAS, on at least one occasion, on or about June 10, 2022, Board Member Tillman emailed Board Member Rayya Ghani to place three items on the agenda Board Member Rayya Ghani denied the request until the items were then added to the agenda but relegated to the "Public Comments" section and not subject to a vote; and

WHEREAS, on at least one occasion, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by failing to timely include items on the Board agenda or relegating them to non-voting status when requested by Board Members.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by taking “private action that might compromise the Board or administration.”

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.

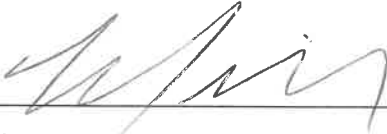
ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4

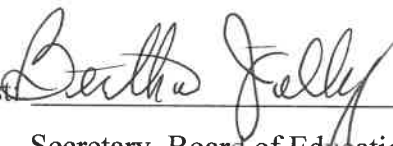
Nays: 2

Absent: 0

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest 

Secretary, Board of Education

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**

**RESOLUTION TO CENSURE BOARD MEMBER RAYYA GHANI
PURSUANT TO CHARGE #6
FOR VIOLATION OF BOARD OF EDUCATION POLICY
FOR FAILING TO ACT IN AN APPROPRIATE MANNER AND DECORUM OF
SOMEONE IN HER POSITION, REFLECTING POORLY ON THE BOARD
AND THE DISTRICT**

WHEREAS, the Board of Education (the “Board”) for Dolton School District 149 (the “District”), Cook County, Illinois, is created pursuant to the Illinois School Code (105 ILCS 5/1 et. seq.); and

WHEREAS, the Board, pursuant to the Illinois School Code (105 ILCS 5/10-20.5) is charged with the responsibility of adopting and enforcing all necessary rules for the management and government of the public schools within this District; and

WHEREAS, the Members of the Board, pursuant to the Illinois School Code (105 ILCS 5/10-16.5) are sworn to abide by majority decisions of the Board; and

WHEREAS, the Members of the Board, pursuant to the Board Policy Manual, are sworn to duties which include, among other things: (a) avoiding any conflict of interest or the appearance of impropriety which could result from their position; (c) recognizing that a Board Member has no legal authority as an individual and that decisions can be made only by a majority vote at a Board Meeting; (d) not taking any private action that might compromise the Board or administration; (e) respecting the confidentiality of privileged information; and (f) abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels; and

WHEREAS, the Members of the Board adopted Board Policy 2:80, and Exhibit 2:80 on July 17, 2019; and

WHEREAS, the Boards investigation substantiated that Board Member Rayya Ghani has yelled, screamed, directed profanities at Board Members, referred to Board Members as “snakes” and “greedy”, went to Board Member Castillo’s house and threatened him, and made discriminatory comments about Board Member Castillo; and

WHEREAS, on at least one occasion, on or about September 22, 2022, Rayya Ghani physically moved her chair and her body in such a way that it made contact with attorney Wong, forcing him out of the seat he was speaking; and

WHEREAS, on at least one occasion, on or about September 22, 2022, Rayya Ghani made several inappropriate comments prior to the Board Meeting in the presence of Board Members and about 20 to 25 District employees and members of the public; and

WHEREAS, on at least one occasion, Rayya Ghani, a Member of the Board, knowingly and willingly violated Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct by failing to act in an appropriate manner and decorum of someone in her position, reflecting poorly on the Board and the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Dolton School District 149, Cook County, Illinois, as follows:

Section 1: The Board hereby censures Board Member Rayya Ghani and publicly admonishes her for knowingly and willingly violating Board Code of Conduct by not “abiding by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels”

Section 2: The Board hereby authorizes the Superintendent to distribute to Board Member Rayya Ghani a copy of this Resolution admonishing Member Rayya Ghani for her knowing and willing violation of Board Policy 2:80, Board Member Oath and Conduct, and Board Policy 2:80-E, Board Member Code of Conduct.

Section 3: This Resolution shall be in full force and effect upon its adoption.

Member _____ moved adoption of the resolution. Member _____ seconded the motion.

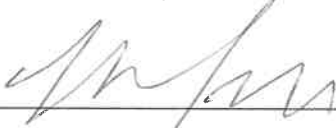
ADOPTED this 3rd day of November, 2022, by the following roll call vote:

Ayes: 4 _____

Nays: 2 _____

Absent: 0 _____

**BOARD OF EDUCATION
DOLTON SCHOOL DISTRICT 149
COOK COUNTY, ILLINOIS**



President, Board of Education

Attest: 

Secretary, Board of Education