



## GOVERNING BOARD MINUTES

Meeting of Friday, October 26, 2018, 5:30PM  
Iftin Charter School Library  
5465 El Cajon Blvd. San Diego CA 92115

*“Providing a strong educational foundation to all students who are in need of direction and support in learning English and finding their way in a new culture.”*

**Mission:** Iftin Charter School provides students in grades K-8 an academically rigorous, common core aligned curricula, supplemented with a technology intensive program in a student centered, safe and caring learning environment. ICS addresses the needs of a diverse group of students, their families and communities by building on the strengths of the students’ cultural heritage and life experiences. ICS students are educated and enlightened to become successful, lifelong learners and valuable members of the global community.

### WELCOME GUESTS / CALL TO ORDER 5:47PM

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#### Roll Call

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Abdulkarim Warsame _____	President present
Joe Udall _____	Secretary present
Mulki Hersi _____	Treasurer present
Rahmo Abdi _____	Member present 6:27 pm
Faisal Ali _____	Member present
Ibrahim Hassan _____	Member present

### PUBLIC HEARING

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This is the appropriate point in the meeting for any members of the audience to speak on matters of special interest or concern not on the present agenda. If they wish to address the Board, they are requested, prior to the meeting, to submit to the Secretary of the Board their names and the subject on which they wish to speak. Time is limited to three minutes for each individual. Individuals wishing to comment on items on the present agenda may do so during this portion of the meeting. Complaints about specific personnel are not appropriate for public session. Please submit any complaints to the Board Secretary in writing.

Escutia: I am speaking on behalf of teachers after recently resigning. Many teachers leave because of how things are done here at Iftin. The school lacks follow through on communication. There were many times we weren’t clearly notified, and other instances when I was told different information, making my job unstable position. Every important topic I brought up was said to be a top priority, but wasn’t prioritized. There was a lack of respect, and no clear expectations for students. I felt I had to resign not because I wanted to resign but because it was in my best interests. I’m one of 3 teachers who already left this year. If you want to retain highly qualified teachers, you need to take into consideration what they need.

Warsame: We are glad you shared this information with us. Our administration is here to listen as well. I recommend you follow our uniform complaint policy, and if you’re not happy with administration’s response, it will come to the board. Whatever you described right now, we don’t want anyone feeling this way. This is not what this institution is about. We thank you for coming and speaking to the board.



## GOVERNING BOARD MINUTES

Udall: Also note the uniform complaint policy is on our website, and I recommend reading through this process and following those steps, filing the complaint with administration. They are the day-to-day operations, and we are looking to uphold “the big picture” mission/vision of our school.

Warsame: And in no way would our organization tolerate retaliation against any employee who files a complaint.

### **REGULAR SESSION**

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#### **I. Principal Report**

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Hori: 361 students are enrolled.

Leadership is focused on benchmark tests, a positive school culture, low rates of school suspension, and how to improve the education of all students. We also emphasize class management as an important part of education.

Our school budget is healthy.

The SDUSD Board President attended a community event and shared a lot of strategies for our organization.

SDUSD Charter Office attended on October 18<sup>th</sup>, and we received a lot of educational recommendations for our next site visit on April 4<sup>th</sup>, 2019.

Our teachers are very professional people and deal with the students, parents, and I appreciate how hard they work.

Education Plan: 120 students are far below basic – I recommend Saturday classes, summer school, support computers at their homes, home visit and open communication with their parents, and testing every 45 days.

Additional hires: 6 teachers, 3 instructional aids, 1 admin, 1 nurse, 1 security, 1 registrar, and 1 front desk, 2 people in cafeteria.

Instructional Leader Proud: Bottom line is we have a significant amount of students performing below average. Those students are at-risk of retention, drop-out, and not making college. We need to spend a great deal of time and resources to improve our youngest students.

IT Mohamud: We expect tremendous growth on the next benchmark in the winter.

Instructional Leader Proud: The 8<sup>th</sup> grade team identified 10 students based on benchmark and behavioral issues leading to retention. Then school becomes “toast.” We need to implement a rigorous, remedial program to save those students. We came up with the 4 Way Communication, and used benchmark reports for the strengths and challenges of the student. Not all of our families have computers, and we need to control what core curriculum the computer contains. Professional development: instructional practice texts purchased for each teacher. We can be in that text next year! All staff and administration are taking Crisis Intervention training. Our school-wide PBIS committee has been working extensively on many topics, and have done an incredible job.



## GOVERNING BOARD MINUTES

### II. Consent Items

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- A. Approve Board Meeting Minutes of February 23, 2018 (Att. 1)
- B. Approve Board Meeting Minutes of August 24, 2018 (Att. 2)
- C. Approve Special Board Meeting Minutes of August 24, 2018 (Att. 3)
- D. Approve Special Board Meeting Minutes of September 14, 2018 (Att. 4)
- E. Approve Special Board Meeting Minutes of October 4, 2018 (Att. 5)
- F. Approve Biennial Conflict of Interest Code w/o Amendments (Att. 6)

Motion Udall Second Hassan Ayes Warsame Udall Hassan Ali Abdi Hersi Nays N/A Abstain  
N/A Absent N/A

### III. Discussion Items

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- A. Budget and Financial Report (Att. 7)

Jones: Through September, the actual revenues 102%, and 67% of expenses. We anticipated more expenditures in the beginning of the year. We've had a 11% increase in student enrollment, and are estimating the 90% ADA as a low estimate.

In terms of the new budget, we are estimating a surplus of 23K, and will need a couple years to build a healthier fund balance.

Udall: The education plan presented is included in the budget?

Hori: Those items are still being finalized, and will be developed and brought to the board at a future meeting.

Hassan: Solar project?

Jones: Solar project is a done deal. But construction is a slow process. 5 other clients are doing same process, and having same difficulties.

Warsame: Last year when we approved the budget, we had SSC committee look at it, and that should be the process.

Jones: SSC is looking at a smaller slice of the budget, like Title I, II, and III. What they're really looking at 170K, and 32K allocations. When they meet next, I should be there to put those pieces and moving parts into place.

Warsame: We are promising our authorizers that we will get the community engagement, and want their meeting posted, and start next month.

Hori: We will post for next week, and as soon as possible hold a meeting.

MOTION to Go to Closed Session to deal with pending litigation at 7:45 pm

Motion Hassan Second Hersi Ayes Warsame Udall Hassan Ali Abdi Hersi Nays N/A Abstain  
N/A Absent N/A



## GOVERNING BOARD MINUTES

B. Upcoming Board Retreat November 3<sup>rd</sup>  
Discussion Postponed.

C. Hiring & Recruitment Policy (Att. 8)  
Maani: Screening and processes are put in place to bring candidates into the hiring policy. The committee requirement is led through the principal, and will have the appropriate members serving. Files will be classified and kept with HR. Background clearances need to be submitted before candidate can start working.

Hori: Abdi, Ahmed, and I supported each other, and put together a comprehensive plan.

- D. Appointment of Treasurer
- E. Benchmark Assessments
- F. Special Education Program
- G. Positive Behavior and Intervention Support
- H. Edgenuity
- I. Parent Engagement 4 Way Connection
- J. Teacher Development

### IV. Action Items

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- A. Approve Revised Budget

Motion Ali Second Hassan Ayes Warsame Udall Hassan Ali Abdi Hersi Nays N/A Abstain  
N/A Absent N/A

- B. Approve Hiring & Recruitment Policy

Motion Hassan Second Ali Ayes Warsame Udall Hassan Ali Abdi Hersi Nays N/A Abstain  
N/A Absent N/A

MOTION TO POSTPONE REMAINING ITEMS B, D-J

Motion Hersi Second Abdi Ayes Warsame Udall Hassan Ali Abdi Hersi Nays N/A Abstain  
N/A Absent N/A

- C. Appointment of Treasurer for July 2018 to June 2019

Motion Second Ayes Nays Abstain Absent

### V. Closed Session

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**Anticipated Litigation** - *Significant exposure to litigation pursuant to subdivision (b) of Section 54956.9 (1 case).*



## GOVERNING BOARD MINUTES

**Conference with Legal Counsel** – *Existing Litigation in accordance with Government Code sections 54956 and 54956.9(b): Hersi vs. Iftin Charter School*

**Public Employee Performance Evaluation** – *Pursuant to paragraph (1) of subdivision (b) of Government Code section 54957. Principal*

### **VII. Return to Open Session at 9:36 pm**

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Reportable action: We have reached a settlement in the existing litigation with Hersi vs Iftin Charter School.

No reportable action on anticipated litigation

Public Employee Performance Evaluation will move to the next regular meeting.

### **VIII. Advance Planning**

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The next regularly scheduled Governing Board Meeting is to be held on **Saturday, November 3, 2018** at 9 am in the Iftin K-8 Library at 5465 El Cajon, Blvd San Diego.

### **IX. Adjournment 9:36 pm**

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*In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Office of Iftin Charter School at (619)265-2411. Notification of 48 hours prior to the meeting will enable the School to make reasonable arrangements to ensure accessibility to that meeting (28 CFR 35.102.35.104) Additional questions can be sent to Board Secretary, Joe Udall, at [mrudalliftin@gmail.com](mailto:mrudalliftin@gmail.com)*