



5465 El Cajon Blvd. San Diego CA 92115 (619)265-2411

GOVERNING BOARD MINUTES

Meeting of Friday May 19, 2017 at 6:00PM

Iftin Charter School Library

“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 6:00PM 6:18 pm

Roll Call

Abdulkarim Warsame _____	President present
Joe Udall _____	Secretary present
Mulki Hersi _____	Treasurer present
Rahmo Abdi _____	Member present 6:21 pm
Ibrahim Hassan _____	Member present
Faisal Ali _____	Member present

PUBLIC HEARING

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.

Ahmed Abdi – Thanks the board for reaching out to parents and community by adding Faisal Ali to the board. This will help reach more people. Parents’ interests are to have a school for their kids to attend. Making disturbance if administration changes doesn’t make sense. Best interest is to work with the new administration. The majority of the parents aren’t here, which is a testimony that the school is doing well.

Musa Daar – We all have a common interest with this school. Those in charge need to keep in mind who they’re serving. The board and the parents are both important. If we can’t understand each other, then our kids will not come here and you will not be in charge. The only way out of the problem is to understand what the parents are here for. Clashing means none of us will win. Think about the problem and resolve it.

Yusuf Mohamed – As a community, we are injured, and our dignity went down. And the damage came from the board. There is law and order in this country, and terms that change. We are thinking your term is over. You’ve become like the presidents of Africa. Get out of the seats and bring a new board.



Liban Ali – The condition that the school is caused by the board. The problem started in November. You have taken no suggestions. When the district told you to sit together, you lied to the community. Right now, we are sitting in the worst seat. It is very likely we will lose this school. We are asking you to stop retaliations. Discrimination needs consequences. You refused an agreement with the parents. Since March, almost 12 kids were injured at this school. My son was one of those kids. There is an inconsistent report about the injury, where the principal filed the report on behalf of the teacher.

Mohamed Yusuf – There are problems where students, staff, and parents being retaliated against. Security sit on a student, and it is not right. The security believe our kids are trash. I never insulted the board, and always talk about the policies of this school. Don't be the ones who close the doors. We are in a good location. The money we are spending on the lawyer, about 80K, would surprise the parents. We all are grown people, and work on the common good.

Farah Hersi – Due to the hardships I experienced growing up in San Diego, I chose to work at Iftin. Not one negative experience is listed in my files. I chose to work without getting paid. Money is not an issue. Suddenly, the principal, who is my sister, since she was put on paid leave, I have been harassed, intimidated, been told repeatedly my job will be cut in front of audiences who work at Iftin. I am being told it's coming from the board and not Mr. Yacub. May 8th I was served with a legal document from Procopio. I thought I worked for Iftin, not Procopio. I have a supervisor named Dawna who has told me plenty of times I'm doing a great job. She was told to make sure she finds flaws in my job performance so we can shut down the program she runs. Everyone has been a witness. It breaks my heart that the school my father built is where it is. I've been given a work order that does not allow overtime, when everyone else is allowed overtime. I don't care about money, I could work at Iftin for no money. And Mr. Udall is intimidating me at the time clock, just happening to be there when I now clock in at 11 am.

Mohamed Ares – I want to recognize the three attributes: solve problems, be respectful, make good decisions. Do you know what the problem is? Who makes good decisions? People who listen are the ones who make good decisions and manage. When you solve the problems, when you listen, that's the time you get the respect you deserve. And that doesn't mean I'm not respecting you, but know you work for us, and the community, and not two superpowers against each other. We are one family. Let us come together and solve our problems. It makes no sense to go to the district.

Abdulahi M – Ahmed used to make negative comments about the board, and now he praises them. Nancy Frantz worked for Iftin about ten years, tirelessly, nights and weekends, and left this school yesterday. The reason she left is because of Warsame and Udall. They closed the door and blamed everything on her. She was trying to resolve the problem, but the board put in emotions, putting people head to head. Knowledge and patience is needed to run a school. Today Mulki Hersi came and harassed Asma Abdi, with threatening words, saying she's going to take legal action because she crossed the line. The board interferes with management's work.

Ifrah Salad – No one knows more than me about Iftin, considering my kids have been here since 2006. There used to be parent meetings to solve issues. Since 2014 this is not an Iftin I know. Used to be a united, solving problems community. We never see corruption, disrespect, and a lot of things are going on since 2014. Education level went up. We are not tribalism, we are united. People since 2014 divided into tribalism. Amal is an educated woman and a mother of 400 students of Iftin. We accepted Amal because of her education levels, and showed our kids how educated they should be. We did not hear issues with the budget, and the problems come from the board members. Please we need to save our schools.

Asho Farah – All the management were doing a good job in the 7 years I work at this school. I am standing for Iftin for my kids. There is a mixed situation, because whenever change comes, there are some people who are surprised. All those people always blame the board. Parents should come more to talk about what their kids need. I am not taking sides, I'm taking Iftin's side. We are going to work with any management. People are making up rises, making noises, but not for everyone, just certain people.

Asma Abdi – An incident with Mulki Hersi crosses the line. While walking students to a bus, Ms. Hersi approached my supervisor who I heard using my name. She was making a scene because she thought I retaliated against my son. Ms. Hersi failed to report any prior grievances. Abuse is not something to throw around lightly. Never have I been complained about from a parent. And Ms. Hersi would make an example of me as a board member. I never abused her son. I will take legal actions into my own hands if need be. I would like her disciplined. We need an open environment, and I have ten years of parents supporting me.

Ismael Heyd – Why am I last to speak? Is it because I don't have anyone in my tribe here. I would like the security people to stop grabbing the kids and putting them down. Does security have rights to sit on kids? I wrote a complaint to Mr. Yacub, Abdulkarim, Ibrahim, and I had a complaint and was not satisfied with the results. What I request is are you an American lawyer who has the best interest of this school? Now I am going to the district to make a big complaint they don't know what's written on this paper. I think there is real discrimination on the grounds here. We do not know if my child was injured here or not. The nurse did not look at him, and Yacub knows. There are bruises on my son's body and he's swollen. Nurse said there's no problem. I would like you to resign.



Abdirahman Ali – Hopefully board listens to Dr. Guthrie, because they don't listen to us. The agenda says there is evaluations of principal and acting principal. Mulki hired her best friend. I wish new board member the best. Raggae brought his cousin, Abdulkarim, and now he brought cousin of his wife. It's the old board ruining it for the new board member. Attorney and security money goes to the kids. Was hoping district and district attorney here, and hope this is the board's last meeting. Iftin doesn't need you.

Fatima Sofe – Last meeting I talked about discrimination against my son. My son was not let in until 8:25. Teacher submitted a report that defended the teacher. I took the paper, and submitted it to Nancy, and did not get an answer. Did you receive the complaint? Mr. Yacub did not answer the complaint for ten days. Yacub told teacher to write a letter to defend herself. My son is still afraid of the class. No investigation took place. What can be done for me?

REGULAR SESSION

- A. Financial Report:
 - a. April Board Report, Delano Jones, **Attachment 1**
 - b. Discussion: Designation of reserves.

Positive trend line financially with school originally projected to be 90K over budget but is 160K short with more federal revenue coming sooner than expected.

Designated numbers feature reserves for construction, SPED contingency, future expansion, strategic education programs, and contingency future uncertainty. This is an important discussion with the community on how to designate funds into reserves.

Abdi – “Let's involve the parents to get everyone's input, especially our special education program.”

- B. Report from the Acting Principal, Jama Yacub

There are 438 students. The students finished the Smarter Balance Mathematics test. Following week will be Smarter Balance ELA test and makeups. We have completed benchmarks and reading data, and will bring those results. Remove the cap on hiring needs to be filled, such as HR, and data analyst.

Mr. Yacub has addressed several complaints, and has had parents not show when discussing the results of the investigation.

- C. Approve Regular Meeting Minutes of April 28, 2017 and Special Meeting of April 28, 2017.
Attachment 2a, 2b

Motion Udall Second Hersi Ayes 5 (Warsame, Hersi, Udall, Abdi, Hassan) Nays 0 Abstain Ali Absent 0

- D. Discussion regarding policies concerning public comments at board meetings.



Warsame: We need a uniform policy to allow people to speak, and to conduct business. Tonight we spent an hour forty minutes. It would be a good idea to split the time to general and agenda items. Fair share on time.

Hassan: Divide into two sessions. One at the beginning, one at the closing.

Udall: Hard to make informed decisions late into the night with extended meetings.

Ali: Could result in parents being balanced toward more general than the agenda. Focus on translations for parents to help streamline meetings.

E. Reappoint/elect ad hoc finance committee.

Motion to add Hersi and Hassan to the ad hoc Budget Review Committee.

Motion Udall Second Hersi Ayes 4 (Warsame, Udall, Hersi, Ali) Nays 0 Abstain 2 (Hassan, Abdi)
Absent 0

F. Discussion and possible action: Service agreement with:

A- Synergy Education Services.

Worked with the organization since the beginning, and worked with the charter renewal. The proposal would be for liaison with the district, services with administration for efficiency, and dealing with HR and handbooks. Look for a more efficient organization. The board is working too hard, and we'll help lessen your responsibilities, where your meeting times will go down to 30 minutes. We will help solve problems.

B- Sciarretta Consulting Group.

Motion to approve both contracts.

Motion Hassan Second Abdi Ayes 5 (Warsame, Hassan, Hersi, Udall, Abdi) Nays 0 Abstain 1 (Ali)
Absent 0

Closed Session

1. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2):
(potential cases: 3)

2. PUBLIC EMPLOYMENT PERFORMANCE EVALUATION

Title: Principal
Government Code section 54957(b)(1)



3. PUBLIC EMPLOYMENT PERFORMANCE EVALUATION
Title: Acting Principal
Government Code section 54957(b)(1)

RETURN TO OPEN SESSION

Report on the Closed Session

Mr. Yacub will fill the necessary positions vacant he discussed with the board during the performance evaluation.

ADVANCE PLANNING

The next regularly scheduled Governing Board Meeting is to be held on **Friday, June. 23, 2017** at 6:00pm in the Iftin K-8 Library at 5465 El Cajon, Blvd San Diego.

ADJOURN 10:45 pm

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

If you would like to request any attachments or other public documents, contact Nancy Frantz at frantz@iftincharter.org.