



GOVERNING BOARD MINUTES – Regular Board Meeting

Meeting of Friday, May 31, 2024 at 5:30PM

5465 El Cajon Blvd., San Diego, CA 92115 (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 TK-8 an academically rigorous, common core aligned curriculum, 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.

Approval of Agenda: Dr. Joseph Johnson

WELCOME GUESTS / CALL TO ORDER 5:30 AM

Roll Call

Dr. Joseph Johnson_____	President present
Rahmo Abdi_____	Secretary present
Mulki Hersi_____	Treasurer present
Faisal Ali_____	Member present
Ibrahim Hassan_____	Member present
Shuayb Mumin_____	Member present
Rashid Mursal_____	Member present

Call to Order and Establishment of Quorum

- Dr. Joseph Johnsons called the meeting to order at 5:30 p.m.

PUBLIC COMMENT

PUBLIC COMMENT— Anyone wishing to address the Board on agenda, non–agenda, and/or Closed Session items may do so. Individual speakers will be limited to three (3) minutes. Total public input on any one subject may be limited to fifteen (15) minutes, and may be extended at the discretion of the Board Chairperson. Comments on an agenda item may be taken when the agenda item is discussed by the Board. Comments on non–agenda items will be heard before the Consent Motion.

1. Madeline Lacey, a 3rd-grade teacher at Iftin Charter for the past five years, believes in the importance of unity within the teachers' union to ensure that their voices are heard in decisions that directly affect them. She emphasizes that the administration has an obligation to bargain with the union and recognizes the teachers' right to negotiate critical issues such as pay, benefits, and working conditions.

“It’s important to note that our current Collective Bargaining Agreement (CBA) expires in June. This is a critical time for us to assert our rights and make sure that our needs are met in the upcoming negotiations.”



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2. Niomie Allison has been a 5th-grade teacher at Iftin for the past eight years. She believes it's time to focus on increasing base pay rather than relying on merit stipends. She emphasizes that supporting teachers is essential to creating harmony within the school.
3. James Pulido, worked at Iftin Charter for a brief period, “I had the privilege of working with some of the most amazing teachers and students at Iftin Charter,” fondly recalls the students as being loving, warm, and approachable. He admired the teachers for their engaging lessons and dedication to their students. Despite being terminated as the instructional leader, James remained in touch with some of the teachers. He stands in support of the teachers.
4. Tom Roberts, who taught English for middle school, discussed the termination of his at-will employment. When he inquired about the reason for his termination, he was informed that, under California's at-will employment laws, no specific reasons were required to be provided.
5. Joe Udall, in his thirteenth year at Iftin, reflects on what is likely to be his final year at the school. He began his tenure as a long-term substitute teacher in middle school, history teacher and was later nominated for the Iftin school board. While he acknowledges the significant successes the school has achieved, he also highlights concerns about wages.

CONSENT ITEMS

Approve Meeting minutes of 3/29/24

Motion Hersi **Second** Ali **Ayes**, Johnson, Abdi, Ali, Mursal, Mumin, Hersi, Hassan **Nays** N/A **Abstain** N/A **Absent** N/A

Discussion Items

A) CEO Report (Maslah Yussuf)

Dear Esteemed Board Members,

I hope this report finds you well. As we reflect on the progress and achievements of Iftin Charter School over the past month, I am filled with gratitude for the unwavering support of our esteemed board of directors, and especially our board president, Dr. Joseph Johnson. Your dedication, guidance, and wisdom continue to be invaluable assets as we strive to serve our community and nurture the growth of our students.

1) Acknowledgment of Board Support:

I would like to express my deepest appreciation for the time, efforts, and commitment demonstrated by our board of directors. Your steadfast support is instrumental in our mission to provide quality education to our community's children.

2) Quote of the Month: "In the journey of life, create harmony with resilience and perseverance." - unknown

3) Enrollment Update:

I am pleased to report that Iftin's enrollment continues to surge, a testament to the trust families place in our leadership and staff. Currently, we boast 537 students, with anticipation of further growth during our



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upcoming summer program. This five-week initiative, approved during the last board meeting, will offer small group instruction to prepare students for the next grade.

4) CASSPP Test Progress:

Encouraging progress has been made in our CASSPP testing endeavors, with promising results thus far. While we await comprehensive data, preliminary outcomes indicate positive trends. Please refer to the provided handout for detailed insights.

5) Operational Standing:

I am delighted to confirm that Iftin remains in good standing across all programs and operations with our authorizer. This reaffirms our commitment to excellence in every facet of our school's operations.

6) WASC Accreditation Achievement:

It brings me great joy to announce that Iftin has officially attained WASC accreditation as of May 1st. This milestone is a testament to the dedication of our staff and leadership, as well as the exceptional learning environment we have cultivated for our community and students.

7) NCUST Equity Audit:

The completion of the NCUST equity audit marks a pivotal step in our journey toward informed strategic planning. We are committed to incorporating the audit's recommendations alongside our overarching LCAP goals to drive meaningful action and progress.

8) Infrastructure Development:

Our pursuit of enhancing infrastructure received a significant boost with the allocation of \$68 million in Prop Z and Measure U funds. This funding will facilitate the transformation of Iftin's campus into a state-of-the-art facility conducive to delivering high-quality education.

9) Preparation for the Next School Year:

As we gear up for the upcoming academic year, further details regarding our readiness will be provided during the June meeting. We remain steadfast in our commitment to ensuring a seamless transition and optimal learning environment for our students.

“I extend my deepest gratitude to each member of our board for their continued support and commitment to our shared vision. Together, we stand poised to empower our community and students to realize their full potential. Should you have any questions, comments, or concerns, please do not hesitate to ask.”

B) Public Hearing: San Diego Education Association’s Initial Proposal for bargaining a successor collective bargaining agreement with Iftin Charter School

San Diego Education Association’s Initial Proposal:

- Lower Student-to-Teacher Ratios: Reduce class sizes and set limits for special education caseloads to enhance personalized learning and support.
- Competitive Pay & Benefits: Increase salaries, offer better healthcare, and provide retirement options to attract and retain top talent.
- Improved Planning & Communication: Establish schedules for events, recess supervision, and ensure timely communication.
- Union Leave: Expand Association Leave to allow union representatives to focus on enhancing our work and school environment.

C) Public Hearing: Iftin Charter School Initial Proposal for bargaining a collective bargaining agreement with San Diego Education Association.

Iftin Charter School, as the independent public school employer, is opening negotiations for a new collective bargaining agreement, with the current agreement expiring on June 30, 2024.

The school plans to discuss changes to

Article 9 (Hours of Employment) to maximize student achievement and **Article 14 (Class Size)** to allow more flexibility in meeting student needs.

Iftin also reserves the right to propose additional articles as negotiations progress.



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D) 2024 Local Control and Accountability Plan

The draft version of the LCAP 2024-25 and the Annual Update for LCAP 2023-24 are now available for public comment. These goals and actions have been reviewed with stakeholders. The documents have also been reviewed by the school site council, suggested changes will be addressed before final submission in June.

Action Items

N/A

Closed Session

CLOSED SESSION: PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO GOVERNMENT CODE SECTION 54957(b)(1). Position: Chief Executive Officer

Report to Open Session

Reportable Action: None

Advance Planning

The next regularly scheduled Governing Board Meeting is to be held **on Friday, June 14, 2024** at 5:30PM.

Adjournment. 8:19pm

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 Operations Manager, Abdi Mohamud, at Mohamud@iftincharter.net