



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

## **GOVERNING BOARD MINUTES**

Special Meeting of Friday, September 14, 2018 at 6:30PM  
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 6:30PM**

---

#### Roll Call

---

Abdulkarim Warsame _____	President present
Joe Udall _____	Secretary present
Mulki Hersi _____	Treasurer present 6:37 pm
Rahmo Abdi _____	Member absent
Faisal Ali _____	Member present
Ibrahim Hassan _____	Member present

### **PUBLIC HEARING: Only for items on this Special Agenda**

---

This is the appropriate point in the meeting for any members of the audience to speak on matters only on this special 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.

Khadar Tukale – Item B on Discussion Items. I am concerned as a parent and employee that we need at least 10 more TAs. We are understaffed, and the agenda says only 6. We need specialized TAs as well, for instance for special education. I consulted the teachers and the majority agree. It makes challenges with only 6 because of the different behaviors we are seeing.

### **SPECIAL SESSION**

---

#### **I. Discussion Items**

---

##### A. PE Program and Contract: Be Utmost (Att 1)

Hori: We changed PE this year due to our previous PE teacher not returning. This summer, the panel met with Be Upmost, and wanted to hire because of their knowledge of the community. They also are saving the organization money, and sometimes bring 3 individuals to manage the class. For the first 2 weeks this year, there were no instances during PE, which is unusual. Be Upmost has done a great job running the program. Through our lawyer’s recommendation, we bring the contract for their company to the board.



#### B. Six Instructional Assistants – EDJoin Posting

Hori: When school opened, our goal is the safety of students and staff. We also want to more educational success of our students. After meeting admin, teachers, and Dean of Students, we have seen behavior issues that requires an instructional assistant full-time. Last week I posted 6 positions, and 5 are not new positions. We want more than the six that is posted. Currently, there are 4 IAs on campus. I strongly request you to approve the six, and more to achieve our goals. I also will insist on IAs taking basic skills test so they can teach the kids.

Hassan: We are here to support our kids. We have to have a budget when hiring, and measure the productivity of our IAs.

Warsame: We will address most of these points during closed session. But last year we operated 400K on deficit. We have to be responsible about our budget, and ask what we can afford.

Ali: Last year, we had 11 IAs. This year we approved a budget of 9 IAs. I hope we can come to a compromise after analyzing the budget.

Udall: What is our student enrollment? (371 students.) We need to keep our adult to student ratio in mind when it comes to the addition of staff members.

#### C. MGC Activity Report

Maani: We would like to post the description of Business Manager. Any questions about it, because we want to post the job description?

Ali: I thought the position is well-wrote, but perhaps it should be shorten. I also am surprised by the presentation because I thought MGC reports to principal instead of the board? I worry we are micromanaging.

Maani: My contract was to fulfill the HR void working under Mr. Hori. As the HR is laid out down the road, that person needs direct contact with the board. The Business Manager reports 90% to the board, but 10% the board. (like Form 700, etc.) If your vision is something different, than we need to address it in the job description.

Warsame: This person does communicate with the board. This person does have board interactions. Our principal will determine the position name, but this position is key due to the corporation.

Udall: All decisions we make are not personal, and we need to make decisions that are best for the organization. I recommend having this role have some relationship with the board, but I'm not sure what the relationship looks like.

Hersi: Our fiduciary responsibility is to be able to work with administration.

Maani: Incidents in the past stopped the board from receiving information.

Ali: It makes sense to follow the chain of command. If we have a principal, they do answer to the board. We can put in specific language that helps create the relationship that has been referenced.



Maani: Preliminary staff pay schedules will help with hiring and our guides. It's not a 100%, with the principal discretion to deviate as needed.

Hori: This is an issue, for some of our employees would lose money based on these pay schedules. We need to consider this careful.

Warsame: This is for discussion, and for a year we have encouraged a salary schedule, and we want to see salary schedules for classified like the teachers.

Ali: My first comment was specifically addressing this situation. I like this structure, and it gives us comfort there is a policy. This is something that admin should take the lead. We need analysis on the current numbers. Our information should be consistent, and we are not sure if we can implement this. The bigger question: should MGC bring information, or should it be brought by Mr. Hori? If there is disagreement, put it aside until we have agreement. This should be an internal document.

#### D. Board Retreat Update

Hori: We have speakers from NCUST, and are still developing agenda.

Warsame: We want to showcase and highlight successes, and show where we are going in the future.

Hori: The board retreat is very important for us, and it's important that implement the discussion of the retreat. We will discuss the different angles, and will share our decision with the board.

## **II. Action Items**

---

Approval of Be Utmost Contract: with the additional language concerning the reporting, compliance, and responding to state inquiries regarding student data into the final contract.  
Motion Udall Second Hassan Ayes Warsame Udall Hersi Hassan Ali Nays N/A Abstain N/A  
Absent Abdi

## **III. CLOSED SESSION 8:37 pm**

---

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

## **IV. RETURN TO OPEN SESSION 10:40 pm**

---

Report from Closed Session: As requested, the board agreed to the hiring of 6 IAs and recommend that the finance committee, CSMC, and the principal revise the budget to determine future needs in positions.

## **Advance Planning**

---



The next regularly scheduled Governing Board Retreat is to be held on **Saturday, September 22<sup>nd</sup>, 2018** at 9:00 am in the Iftin K-8 Library at 5465 El Cajon, Blvd San Diego.

**IX. Adjournment 10:42 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 Joe Udall at [mrudalliftin@gmail.com](mailto:mrudalliftin@gmail.com)*