



“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.”

GOVERNING BOARD AGENDA- Regular Board Meeting

Meeting of Friday, October 31, 2025 at 5:30PM

5465 El Cajon Blvd., San Diego, CA 92115 (Library)

Join Zoom Meeting:

<https://iftincharter-net.zoom.us/j/82435979298?pwd=dRalAV3lQ7rZz3krxVFS9assuQ4tqf.1&jst=2>

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 5:30PM

Roll Call

Dr. Joseph Johnson	President
Rahmo Abdi	Secretary
Mulki Hersi	Treasurer
Faisal Ali	Member
IbrahimHassan	Member
Shuayb Mumin	Member
Rashid Mursal	Member

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.

Consent Items

Approve Meeting Minutes 7/25/25 and 8/1/25

Discussion Items

- A) CEO Report
- B) New Employee Job Descriptions
 - Math Interventionist
 - Character Education
 - Student Success Specialist
- C) Prop 39 Facilities request for 2026-27
The request outlines space and facility needs to support projected enrollment growth and program expansion.

Action Items

- A) Approval of Math Interventionist Job Description
- A) Approval of Character Education Job Description
- A) Approval of Student Success Specialist Job Description

Closed Session

N/A

Report to Open Session

Reportable Action:

Advanced Planning

The next regularly scheduled Governing Board Meeting is to be held on Friday, November 21, 2025 at 5:30PM

ADJOURN

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 Abdi Mohamud at: Moahamud@iftincharter.net



GOVERNING BOARD MINUTES – Special Board Meeting

Meeting of Friday, July 25, 2025 at 5:30PM

5465 El Cajon Blvd., San Diego, CA 92115 (Library)

Join Zoom Meeting

<https://iftincharter-net.zoom.us/j/89407064119?jst=2>

“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.”

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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.

* Public comments were invited for agenda and non-agenda items. Each speaker was allotted three minutes. No public comments were received during this portion of the meeting.

CONSENT ITEMS

A. Approval of Meeting Minutes – May 16, 2025

Motion to approve the meeting minutes of May 16, 2025, as presented.

Motion by Shuayb Mumin, second by Ibrahim Hassan.

Motion passed unanimously (7-0).



GOVERNING BOARD MINUTES – Special Board Meeting

Discussion Items

A) CEO Report

Mr. Mohamud presented an overview of the 2025 Summer School Program outcomes. He highlighted the targeted academic supports provided to students in reading and mathematics, as well as the enrichment opportunities that engaged students in art, science, and physical education. The summer program emphasized differentiated instruction, small-group support, and enrichment activities designed to strengthen learning and social-emotional growth.

Mr. Yussuf followed with an update on preparations for the upcoming 2025–26 school year, including new staff onboarding, professional development plans, and facility improvements. He reiterated the school's continued focus on language development, student wellness, and family engagement initiatives.

B. Board Calendar 2025–26

The Board reviewed the proposed 2025–26 Board Meeting Calendar.

C. Bell Schedule and Instructional Calendar

Mr. Yussuf and Mr. Mohamud presented the 2025–26 instructional calendar and bell schedule, including verification of instructional minutes for all grade spans. The Board reviewed schedules in compliance with California Department of Education requirements, confirming adequate instructional minutes across TK–8 grade levels.

Action Items

A. Approval of 2025–26 Board Calendar

Motion by Ibrahim Hassan, second by Faisal Ali, to approve the 2025–26 Board Calendar.

Motion passed unanimously (7–0).

B. Approval of 2025–26 Instructional Calendar and Bell Schedule

Motion by Rahmo Abdi, second by Mulki Hersi, to approve the 2025–26 Instructional Calendar and Bell Schedule as presented.

Motion passed unanimously (7–0).

C. Final Approval and Ratification of Tentative Agreement with SDEA

The Board reviewed and discussed the tentative agreement between Iftin Charter School and the San Diego Education Association (SDEA) for the successor certificated collective bargaining agreement.

Motion by Faisal Ali, second by Shuayb Mumin, to approve and ratify the final tentative agreement with SDEA.

Motion passed unanimously (7–0).

Closed Session

Conference with Labor Negotiators

Agency designated representatives: Maslah Yussuf, Abdi Mohamud, Amina Dauood, and Roger Scott

Employee Organization: San Diego Education Association (SDEA)

The Board entered closed session at **6:25 PM** to discuss labor negotiation matters.



GOVERNING BOARD MINUTES – Special Board Meeting

Report to Open Session

The Board reconvened to open session at 6:55 PM.

Reportable Action: None.

Advance Planning

The next regularly scheduled Governing Board Meeting will be held on **Friday, August 29, 2025 at 5:30PM.**

Adjournment.

Motion to adjourn the meeting was made by Rahmo Abdi, seconded by Ibrahim Hassan. Motion Passed Unanimously.

The meeting adjourned at **7:10 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) Additional questions can be sent to Operations Manager, Abdi Mohamud, at Mohamud@iftincharter.net



GOVERNING BOARD MINUTES – Special Board Meeting

Meeting of Friday, August 1, 2025 at 5:30PM

5465 El Cajon Blvd., San Diego, CA 92115 (Library)

Join Zoom Meeting:

<https://iftincharter-net.zoom.us/j/88368690932?jst=2>

“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.

* Public comments were invited for agenda and non-agenda items. Each speaker was allotted three minutes. No public comments were submitted in person or via Zoom.

CONSENT ITEMS

None



GOVERNING BOARD MINUTES – Special Board Meeting

Discussion Items

A) CEO Report

Mr. Yussuf provided an overview of the successful launch of the 2025–26 school year, highlighting staff induction week and professional development activities that focused on instructional best practices, classroom management, and strengthening school culture. He noted the positive energy among returning and new staff members as they prepared for the first days of school.

He emphasized ongoing efforts to expand after-school enrichment opportunities and prioritize student wellness initiatives as part of the school’s continuous improvement goals.

B. Declaration of Need for Fully Qualified Educators

Mr. Yussuf reviewed the annual declaration required by the Commission on Teacher Credentialing, explaining that it allows the school to hire under limited assignment or emergency permits where fully credentialed candidates are not available.

C. Be Utmost Youth Fitness Program

Mr. Mohamud presented the agreement with Be Utmost LLC to provide structured youth fitness programming and after-school enrichment. The partnership will enhance student physical wellness

D. Chief Academic Officer Job Description

The Board reviewed the proposed Chief Academic Officer (CAO) position to lead academic strategy, curriculum alignment, data systems, and professional development. The role ensures academic rigor and compliance with LCAP and state accountability requirements.

E. Employee Handbook 2025–26

Mr. Mohamud presented the revised Employee Handbook, noting updates to policies on workplace safety, equal employment opportunity, mandated reporting, and professional boundaries. The revisions align with current employment law and best practices for charter schools.

Action Items

A. Approval of Declaration of Need for Fully Qualified Educators Motion by Ibrahim Hassan, second by Faisal Ali, to approve the 2025–26 Declaration of Need for Fully Qualified Educators. Motion passed unanimously (7-0).

B. Approval of Be Utmost Youth Fitness Program Agreement Motion by Mulki Hersi, second by Rahmo Abdi, to approve the Be Utmost LLC Youth Fitness and Enrichment Program agreements for the 2025–26 school year. Motion passed unanimously (7-0).

C. Approval of Chief Academic Officer Job Description Motion by Faisal Ali, second by Shuayb Mumin, to approve the Chief Academic Officer Job Description as presented. Motion passed unanimously (7-0).

D. Approval of Employee Handbook 2025–26 Motion by Rahmo Abdi, second by Ibrahim Hassan, to approve the updated 2025–26 Employee Handbook. Motion passed unanimously (7-0).



GOVERNING BOARD MINUTES – Special Board Meeting

Closed Session

No closed session was held.

Report to Open Session

Reportable Action: None.

Advance Planning

The next regularly scheduled Governing Board Meeting will be held on **Friday, August 29, 2025 at 5:30PM.**

Adjournment.

The meeting adjourned at **6:35 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) Additional questions can be sent to Operations Manager, Abdi Mohamud, at Mohamud@iftincharter.net



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Character Education Job Description

Job Title: Character Education Teacher (Elective)

Reports To: Chief Academic Officer (CAO)

Position Summary:

The Character Education Teacher leads an elective class for TK through 8th-grade students, focusing on teaching core values, personal responsibility, social-emotional learning, and positive student behaviors. This position emphasizes modeling good character and providing students with strategies to become responsible, respectful, and engaged learners.

Essential Duties and Responsibilities

Incumbents may perform any combination of the essential functions listed below. This description is not exhaustive of all duties, knowledge, or abilities.

- Teach weekly Character Education lessons to individual classes or small groups, focusing on core values such as respect, responsibility, empathy, integrity, and perseverance.
 - Model appropriate behavior, communication, and social-emotional skills for students.
 - Develop, adapt, and present age-appropriate instructional materials and activities to engage students in meaningful practice of character traits.
 - Supervise students during class activities, ensuring a safe and positive learning environment.
 - Observe student behavior and provide guidance, reinforcement, and support for positive actions.
 - Maintain records of student participation, progress, and behavior, as needed.
 - Assist with coordinating special character-focused events, assemblies, or projects.
 - Attend staff meetings, training sessions, and professional development opportunities as assigned.
 - Collaborate with classroom teachers and school staff to reinforce character education goals school-wide.
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Competencies

- **Interpersonal Skills:** Maintains a positive, respectful approach with students, staff, and parents; resolves conflicts effectively; demonstrates patience and empathy.
 - **Oral Communication:** Communicates ideas clearly and persuasively; listens actively; adapts communication for different age levels.
 - **Written Communication:** Writes clear reports and classroom documentation; maintains records of student progress and behavior.
 - **Teamwork:** Collaborates effectively with colleagues and contributes to a positive school culture.
 - **Diversity:** Respects cultural differences and promotes an inclusive environment.
 - **Ethics:** Models integrity, fairness, and ethical behavior at all times.
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Qualifications

Knowledge:

- Understanding of child and adolescent development.
- Strategies to encourage positive social-emotional growth and ethical behavior.
- Basic instructional techniques and classroom management principles.

Ability:

- Build positive relationships with students and staff.
- Engage students in age-appropriate lessons and discussions.
- Plan and organize lessons and activities.
- Maintain accurate records and follow school policies.

Education and/or Experience:

- Bachelors in Education, Psychology or equivalent required; Masters preferred
- Experience working with children in educational or community settings is preferred.

Checks, Clearances & Certifications:

- Must have Criminal Justice fingerprint clearance and background check.
- TB clearance required.
- CPR/First Aid certification encouraged.

Physical Demands:

- Occasionally required to stand, walk, sit, use hands, reach, talk, or hear.
 - May need to lift up to 10 pounds.
 - Vision requirements include close and distance vision, peripheral vision, and depth perception.
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Work Environment:

- Work is primarily in a classroom setting with moderate noise levels.
 - May occasionally be exposed to outside weather conditions during outdoor activities.
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Note: ICS reserves the right to refine this job description as needed in the best interest of the student population.



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Math Interventionist Job Description

Job Title: Math Interventionist

Reports To: Instructional Leader (CAO)

Position Summary:

The Math Interventionist provides targeted instructional support to students in need of additional assistance in mathematics. Working one-on-one or in small groups, this position helps students strengthen foundational skills, close learning gaps, and build confidence in mathematical concepts. This role collaborates closely with classroom teachers and other instructional staff to reinforce the core curriculum.

Essential Duties and Responsibilities

Incumbents may perform any combination of the essential functions listed below. This description is not intended to be exhaustive of all duties, knowledge, or abilities.

- Provide individualized or small group math instruction based on student needs and assessment data.
 - Identify student learning gaps and tailor interventions to accelerate understanding of key math concepts.
 - Monitor student progress, maintain detailed records, and communicate results with classroom teachers and instructional leaders.
 - Collaborate with classroom teachers to align intervention strategies with the grade-level curriculum.
 - Prepare and organize instructional materials, manipulatives, and digital resources to support interventions.
 - Assist students with problem-solving, critical thinking, and math reasoning skills.
 - Reinforce positive behaviors and encourage student engagement during intervention sessions.
 - Participate in meetings, professional development, and collaborative planning sessions as assigned.
 - Support students in building confidence and independence in mathematics.
-

Competencies

- **Interpersonal Skills:** Builds rapport with students; encourages persistence and resilience; listens actively and responds with empathy.
 - **Oral Communication:** Communicates mathematical concepts clearly; explains procedures in multiple ways to meet diverse learning needs.
 - **Written Communication:** Maintains clear records of student progress and intervention strategies; writes concise reports for teachers and administrators.
 - **Teamwork:** Works collaboratively with classroom teachers and other support staff to meet student needs.
 - **Diversity:** Demonstrates respect for cultural and learning differences; adapts strategies to support all learners.
 - **Ethics:** Maintains confidentiality of student records; models honesty, integrity, and fairness.
-

Qualifications

Knowledge:

- Understanding of early childhood and adolescent development in mathematics.
- Knowledge of math intervention strategies, assessment tools, and differentiated instruction.
- Familiarity with classroom management principles and small-group instruction techniques.

Ability:

- Plan and implement effective math interventions.
- Analyze assessment data to guide instruction.
- Build positive relationships with students and staff.
- Communicate progress and strategies effectively to teachers and parents.

Education and/or Experience:

- Bachelor's degree in education, mathematics, or related field preferred.
- Experience working with students in small groups or one-on-one in math instruction or tutoring is preferred.

Checks, Clearances & Certifications:

- Must have Criminal Justice fingerprint clearance and background check.
- TB clearance required.
- CPR/First Aid certification encouraged.

Physical Demands:

- Occasionally required to stand, walk, sit, use hands, reach, talk, or hear.
 - May need to lift up to 10 pounds.
 - Vision requirements include close and distance vision, peripheral vision, and depth perception.
-

Work Environment:

- Primarily classroom or small-group instructional settings with moderate noise levels.
- May occasionally work outdoors during school activities.

Note: ICS reserves the right to refine this job description as needed in the best interest of the student population.





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Student Success Specialist Job Description

Job Title: Student Success Specialist

Reports To: Chief Academic Officer (CAO)

Position Summary:

The Student Success Specialist provides targeted academic support to students in reading, writing, and mathematics through individualized and small-group interventions. This role focuses on helping students overcome learning gaps, monitoring progress, and collaborating with teachers, parents, and staff to align support strategies with classroom instruction and student needs.

Essential Duties and Responsibilities

Incumbents may perform any combination of the essential functions listed below. This description is not exhaustive of all duties, knowledge, or abilities.

- Provide individualized academic support to students in reading, writing, and mathematics.
 - Identify learning gaps using evidence-based strategies and develop tailored intervention plans.
 - Conduct ongoing assessments to monitor student progress and adjust interventions as needed.
 - Collaborate with teachers, parents, and school staff to align support strategies with classroom instruction and student needs.
 - Facilitate access to educational resources, tools, and programs that support student learning and development.
 - Foster a culture of academic resilience and inclusivity among students facing academic challenges.
 - Ensure equitable access to educational opportunities, including participation in before- and after-school programs.
 - Document student progress, maintain records, and communicate updates to relevant stakeholders.
 - Participate in school meetings, professional development, and collaborative planning sessions as assigned.
 - Demonstrate sensitivity and responsiveness to the diverse cultural and educational backgrounds of students and families.
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Competencies

- **Interpersonal Skills:** Builds rapport with students, staff, and families; demonstrates empathy, patience, and cultural sensitivity.
 - **Communication:** Effectively communicates academic strategies and progress to students, teachers, and parents.
 - **Teamwork:** Works collaboratively with teachers, support staff, and administrators to meet student needs.
 - **Ethics:** Maintains confidentiality, demonstrates integrity, and upholds school values.
-

Qualifications

Education and Experience:

- Bachelor's degree in Education, Psychology, Counseling, or a related field required; Master's degree preferred.
- Experience supporting students in academic interventions or tutoring is preferred.

Checks, Clearances & Certifications:

- Criminal Justice Fingerprint and Background Clearance required.
- Tuberculosis Clearance required.
- CPR and First Aid certification encouraged.

Physical Demands:

- Ability to hear and speak to exchange information and make presentations.
- Sit or stand for extended periods of time; use hands and fingers to operate a computer keyboard and other equipment.
- Kneel, bend, reach overhead, and move horizontally to retrieve and store supplies.
- Lift light objects; demonstrate sufficient mobility to maintain order and supervise students.

Work Environment:

- Primarily school-based, including classrooms and other instructional areas.
 - Occasionally exposed to outside weather conditions.
 - Moderate noise levels consistent with an elementary school environment.
-

Note: ICS reserves the right to refine this job description as needed in the best interest of the student population.
