



“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, September 25, 2026 at 5:30PM

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

Join Zoom Meeting:

<https://iftincharter-net.zoom.us/j/82521403035?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: Faisal Ali

WELCOME GUESTS / CALL TO ORDER 5:30PM

Roll Call

Faisal Ali	President
Rahmo Abdi	Secretary
Mulki Hersi	Treasurer
Dr. Joseph Johnson	Member
Ibrahim Hassan	Member
Rashid Mursal	Member
Omar Aden	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

A) Approve meeting minutes of 7/10/26 and 7/31/2026

Discussion Items

A) CEO Report

B) Brown Act and Conflict of Interest Training

The Board will receive training on Brown Act requirements and conflict of interest responsibilities

C) Armed Security

D) Board Member Term Re-Elections

The Board will review the terms of Board Members Ibrahim Hassan and Rashid Mursal and consider their re-election to new two-year terms.

Action Items

A) Approve re-election for a two-year term from November 1, 2025 through October 31, 2027. Ibrahim Hassan

B) Approve re-election for a two-year term from April 22, 2026 through April 21, 2028. Rashid Mursal

Closed Session

None

Report to Open Session

Reportable Action:

Advanced Planning

The next regularly scheduled Governing Board Meeting is October 30, 2026 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: Mohamud@iftincharter.net



GOVERNING BOARD MINUTES – Regular Board Meeting

Meeting of Friday, July 10, 2026 at 5:30PM

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

Join Zoom Meeting:

<https://iftincharter-net.zoom.us/j/83684332678?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: Faisal Ali

WELCOME GUESTS / CALL TO ORDER 5:30 PM

1. CALL TO ORDER

Board President Faisal Ali called the meeting to order at 5:30 PM.

2. ROLL CALL

Present:

- Faisal Ali - President
- Rahmo Abdi - Secretary
- Mulki Hersi - Treasurer
- Dr. Joseph Johnson - Member
- Ibrahim Hassan - Member
- Rashid Mursal - Member
- Omar Aden - Member

Absent:

- None

A quorum was established.

PUBLIC COMMENT

The Board provided an opportunity for public comment.

CONSENT ITEMS

There were no consent items.



GOVERNING BOARD MINUTES – Regular Board Meeting

DISCUSSION ITEMS

A. School Bus Bids

The Board revisited the school bus procurement proposals from A-Z Bus Sales, National Bus Sales, and Bus West. The proposals had previously been presented at the June 30, 2026 meeting, when the Board tabled the item to allow additional time to review the proposed purchase and supporting information.

At the July 10 meeting, the Board reviewed the proposals again and discussed the comparative factors presented in the procurement materials, including vehicle specifications and capacity, safety features, cost, long-term operational value, warranty and manufacturer support, delivery availability, and suitability for the School's transportation needs.

ACTION ITEMS

A. Approval of School Bus Bid

Following review of the three vendor proposals, the Board approved the Bus West quote for the purchase of the school bus and selected Bus West as the vendor.

Action approved.

CLOSED SESSION

The Board adjourned to Closed Session to consider the following matter:

Conference with Legal Counsel - Existing Litigation

Government Code § 54956.9(d)(1)

One Case: Esther Omogbehin v. Iftin Charter School

REPORT TO OPEN SESSION

The Board reconvened in Open Session. There was no reportable action from Closed Session.

ADVANCED PLANNING

The next regularly scheduled Governing Board Meeting will be held on Friday, July 31, 2026 at 5:30 PM.

ADJOURNMENT: 7:14pm

There being no further business, the meeting was adjourned following completion of the agenda.

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 – Regular Board Meeting

Meeting of Friday, July 31, 2026 at 5:30PM

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

Join Zoom Meeting:

<https://iftincharter-net.zoom.us/j/86501723622?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: Faisal Ali

WELCOME GUESTS / CALL TO ORDER 5:30 PM

1. CALL TO ORDER

Board President Faisal Ali called the meeting to order at 5:30 PM.

2. ROLL CALL

Present:

- Faisal Ali - President
- Rahmo Abdi - Secretary
- Mulki Hersi - Treasurer
- Dr. Joseph Johnson - Member
- Ibrahim Hassan - Member
- Rashid Mursal - Member
- Omar Aden - Member

Absent:

- None

A quorum was established.

PUBLIC COMMENT

The Board provided an opportunity for public comment.



GOVERNING BOARD MINUTES – Regular Board Meeting

CONSENT ITEMS

A. Approval of Meeting Minutes - June 18, 2026

The Board reviewed and approved the minutes of the June 18, 2026 regular Governing Board meeting.

DISCUSSION ITEMS

A. CEO Report

The Board received the CEO Report and discussed school matters presented by administration.

B. Review of Revised and New Board Policies

The Board reviewed ten revised and new policies intended to support continued compliance with applicable federal and California requirements, strengthen governance practices, and support the effective administration of Iftin Charter School:

- Admissions and Enrollment Policy
- LEA Parent and Family Engagement Policy
- School Parent and Family Engagement Policy and School-Parent Compact
- Foster Youth Education and Transportation Policy
- Suspension, Expulsion, and Involuntary Removal Policy
- Time and Effort Documentation Policy
- Procurement and Contract Administration Policy
- Equipment and Property Management Policy
- Internet Safety, Children's Internet Protection Act (CIPA), and Acceptable Use Policy
- Uniform Complaint Procedures for Federal Programs

The Board discussed the policies and their implementation across school operations and programs.

ACTION ITEMS

A. Approval of Revised and New Board Policies

Following review and discussion, the Board approved all ten revised and new Board policies listed above, effective immediately.

Action approved.

CLOSED SESSION

There were no closed-session items.

REPORT TO OPEN SESSION

None



GOVERNING BOARD MINUTES – Regular Board Meeting
ADVANCED PLANNING

The next regularly scheduled Governing Board Meeting will be held on Friday, August 28, 2026 at 5:30 PM.

ADJOURNMENT: 7:45pm

There being no further business, the meeting was adjourned following completion of the agenda.

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

IFTIN CHARTER SCHOOL

Board Safety Review

Armed Security Guard: Benefits, Risks, Cost, and Alternatives

Purpose: Provide the Board with a balanced, evidence-informed framework for deciding whether permanent armed security is appropriate for a TK-8 public charter school, while identifying practical alternatives and a due-diligence process.

Prepared for	Iftin Charter School Board of Directors
Prepared by	Maslah Yussuf, Cofounder and CEO
Date	September 2026
Status	Board discussion draft - legal and insurance review recommended before final action

Decision principle

Secure without being intimidating. Prepared without being fearful. Welcoming while protected.

Executive Summary

The Board asked administration to examine the advantages and disadvantages of hiring a full-time armed security guard. This review treats the concern seriously and evaluates the question through four lenses: risk reduction, school climate, legal/liability considerations, and cost-effectiveness.

Key consideration	Board-level implication
Iftin context	Iftin has operated for approximately 20 years without a campus shooting incident. That history informs risk assessment but cannot guarantee future safety.
Current concern	Security concern increased after a recent attack affecting the local Islamic community. The Board should distinguish community-wide concern from a specific, credible threat directed at Iftin.
Evidence	Research on school resource officers shows possible reductions in some forms of violence, but no clear evidence that their presence prevents gun-related incidents; research also identifies potential disciplinary and school-climate tradeoffs. Private armed guards are not identical to SROs, so findings should be applied cautiously.
Federal guidance	CISA recommends a systems-based, layered approach to school security rather than dependence on one measure.
California requirement	Charter schools must maintain and annually update a Comprehensive School Safety Plan, including preparation for active assailants/intruders.
Local cost benchmark	A current City of San Diego contract lists basic armed security at \$40.04/hour and lead armed security at \$46.51/hour. School-specific requirements may raise actual vendor pricing.

PRELIMINARY ADMINISTRATIVE RECOMMENDATION: Do not immediately enter a permanent armed-security contract. First complete a structured threat/vulnerability assessment, obtain armed and unarmed bids, consult counsel and the insurer, gather stakeholder input, strengthen layered security, and establish criteria for temporary enhanced/armed protection when credible risk is elevated.

Cost Snapshot

Using current City of San Diego armed-security contract rates as a local benchmark, 1,440 hours of school-year coverage is approximately \$57,658-\$66,974 before any school-specific premium. For Board budgeting, a conservative planning allowance is \$72,000-\$93,600 pending actual bids, with possible additional insurance or special-coverage costs.

1. Advantages and Disadvantages

The question is not whether safety matters; it is which combination of measures produces the greatest reduction in risk while preserving a supportive TK-8 educational environment.

Potential Advantages	Potential Disadvantages / Risks
Faster armed response A properly trained, well-positioned armed professional could respond before police arrival during an active armed attack.	Firearm introduced into a child-centered environment A loaded weapon creates risks such as accidental discharge, attempted weapon seizure, mistaken identification, crossfire, or inappropriate escalation, even if probability is low.
Possible deterrence Visible security may deter trespassing, threats, vandalism, or some criminal behavior, although the firearm-specific deterrent effect is difficult to quantify.	School-climate effect A visibly armed presence can make some students or families feel less welcome or signal that the campus is dangerous.
Reassurance for some stakeholders Some families and staff may feel more protected after a community attack or during periods of heightened threat.	Routine discipline boundary Security personnel should not become ordinary student disciplinarians. Clear role limits are necessary to avoid criminalizing school behavior.
Professional monitoring A guard can watch entrances, parking, perimeter activity, arrival/dismissal, visitors, and suspicious behavior.	Cost and opportunity cost Recurring security expense may displace investments in access control, cameras, radios, lighting, gates, mental-health supports, and staff training that benefit the campus every day.
Emergency coordination A qualified guard may support lockdowns, evacuation, communications, scene control, and coordination with first responders.	Liability and oversight Armed services require careful licensing, training, use-of-force policy, insurance, indemnification, supervision, and incident review.

2. What the Evidence Can and Cannot Tell Us

The best available studies often evaluate sworn School Resource Officers (SROs), not private armed guards. That distinction matters. SRO research can inform the Board about possible benefits and tradeoffs of an armed security presence, but it should not be treated as direct proof that a private armed guard will have the same effects.

- Research by Sorensen, Shen, and Bushway found that adding SROs was associated with reductions in some forms of school violence, but not gun-related incidents, while also being associated with more suspensions, expulsions, police referrals, and arrests. The study is observational/quasi-experimental research and should not be treated as proof that every school will experience the same outcomes.
- CISA school-security guidance recommends a layered physical-security system spanning the grounds perimeter, school grounds, building perimeter, and building interior, with attention to policies, procedures, personnel, technology, and tradeoffs.

- The California Department of Education states that public charter schools must maintain Comprehensive School Safety Plans and address prevention and response to emergencies, hate crimes, violence, active assailants/intruders, safe ingress/egress, and tactical responses to individuals with guns.

3. California Compliance and Liability Questions

Before any armed-security contract is approved, Iftin should obtain written legal and insurance review. The following checklist is intended for due diligence and is not legal advice.

- Confirm whether the proposed individual and vendor hold all required BSIS registrations/licenses and that any firearm permit is current and covers the firearm caliber carried on duty.
- Confirm the applicability of California school-security training requirements to Iftin and the proposed contracting structure. BSIS describes a 24-hour school-security curriculum covering role/responsibility, laws/liability, educational-environment security awareness, mediation/conflict resolution, disasters/emergencies, and student behavior.
- Confirm background-check, fingerprinting, firearms training/qualification, requalification, and judgment/restraint assessment requirements.
- Require written use-of-force, firearm retention, de-escalation, student-contact, emergency-response, reporting, and evidence-preservation policies.
- Confirm general liability, professional liability, workers compensation, automobile (if applicable), firearm-related coverage, additional insured status, indemnification, and coverage limits acceptable to Iftin and its insurer.
- Update the Comprehensive School Safety Plan and emergency protocols as necessary, while keeping sensitive tactical information confidential as required.

4. Cost Analysis

The most defensible local benchmark located for this report is a City of San Diego security services agreement that lists \$40.04 per hour for a basic armed guard and \$46.51 per hour for a lead armed guard. These are public-contract rates, not a quote to Iftin, and a school assignment may price differently.

Coverage model	Hours/year	At \$40.04	At \$46.51	Planning allowance*
School year - 8 hrs/day x 180 days	1,440	\$57,658	\$66,974	\$72,000-\$93,600
School year - 10 hrs/day x 180 days	1,800	\$72,072	\$83,718	\$90,000-\$117,000
Full-time - 40 hrs/week x 52 weeks	2,080	\$83,283	\$96,741	\$104,000-\$135,200

**Planning allowance uses \$50-\$65/hour solely as a conservative budgeting range pending actual school-specific bids. Actual total cost may also include overtime, relief coverage, equipment, special-event coverage, and changes in insurance premiums.*

5. Opportunity-Cost Test

The Board should compare permanent armed security not with “doing nothing,” but with what the same recurring budget could purchase in a layered-security strategy. A \$75,000-\$100,000 annual allocation could potentially fund a combination of the following, subject to quotes and priorities:

- secure entry/access-control improvements
- camera coverage and monitoring

- door/gate hardware and perimeter improvements
- staff radios, duress/panic alerting, and emergency communications
- exterior lighting and visitor-management systems
- trained unarmed school security
- staff emergency-response and de-escalation training
- behavioral/threat assessment and student-support resources

6. Recommended Layered Safety Plan

1. Professional threat and vulnerability assessment - Assess perimeter, entrances, gates, doors, cameras, blind spots, parking, lighting, visitor flow, dismissal, communications, lockdown capability, and emergency access for first responders.

2. Formal SDPD/public-safety coordination - Review current threat information, emergency contacts, campus maps, access points, response protocols, and circumstances that would justify temporary enhanced protection.

3. Access-control improvements - Route visitors through controlled entry, strengthen gate/door protocols, improve visitor identification, and review deliveries and staff access.

4. Emergency communication and drills - Review radios, PA/alerting, emergency codes, lockdown/evacuation/reunification procedures, and age-appropriate training.

5. Unarmed school-security option - Hire a trained unarmed officer who can monitor entrances/perimeter, support arrival/dismissal, observe cameras, identify suspicious behavior, and call/coordinate law enforcement.

6. Temporary armed protection criteria - Create objective triggers for temporary armed security, such as a credible threat to Iftin, verified local threat intelligence affecting similar institutions, a law-enforcement recommendation, or a high-risk special event.

7. Annual reassessment - Reassess threat conditions, incidents, stakeholder feedback, and the effectiveness of adopted measures at least annually with the CSSP review.

7. Due-Diligence Work Plan Before Final Board Action

Workstream	Deliverable	Lead	Target
Security assessment	Obtain a documented campus vulnerability/threat assessment.	CEO / Operations	30-45 days
Vendor pricing	Obtain at least 3 armed and 3 unarmed school-security proposals with qualifications and insurance.	Operations	30 days
Legal review	Confirm California/BSIS requirements, contract terms, use-of-force, indemnification, and charter-school applicability.	CEO / Counsel	Before contract
Insurance review	Obtain written analysis of coverage, exclusions, limits, premium impact, and vendor insurance requirements.	Operations / Broker	Before contract

Workstream	Deliverable	Lead	Target
Public-safety consultation	Meet with SDPD or appropriate public-safety partner regarding threat level and campus response.	CEO	30 days
Stakeholder input	Conduct a short neutral parent/staff survey and summarize results without identifying respondents.	Administration	30 days
Board return	Present findings, bid comparison, risk analysis, and final implementation options.	CEO	Next available meeting after completion

8. Decision Framework for the Board

Rather than deciding on one factor alone, administration recommends evaluating each option against the same criteria:

- Specific threat evidence
- Expected risk reduction
- Student and family climate
- Operational feasibility
- Training and supervision quality
- Liability and insurance
- Annual and multi-year cost
- Flexibility if threat conditions change
- Compatibility with the Comprehensive School Safety Plan

9. Preliminary Administrative Recommendation

Based on the information presently available, administration recommends that Iftin not immediately enter a permanent full-time armed-security contract. This is a preliminary risk-management recommendation, not a finding that armed security can never be appropriate.

Instead, Iftin should first complete the due-diligence work plan, immediately strengthen any identified high-priority vulnerabilities, consider trained unarmed school security for daily coverage, and establish objective triggers for temporary armed protection when credible risk is elevated.

This approach acknowledges the potential value of immediate armed response during a rare active-assailant event while also accounting for the risks of introducing a firearm into a TK-8 setting, the effect on school climate, ongoing cost, and the availability of security investments that reduce multiple everyday risks.

10. Proposed Board Resolution / Action Language

MOVED, that the Iftin Charter School Board of Directors directs the Chief Executive Officer to complete a comprehensive review of campus security needs before any permanent armed-security contract is executed; and

FURTHER MOVED, that the review include: (1) a campus threat and vulnerability assessment; (2) consultation with appropriate law-enforcement/public-safety personnel; (3) at least three written proposals for armed security and three for unarmed security, where reasonably available; (4) legal and insurance review; (5) neutral parent and staff input; (6) identification and pricing of priority physical-security and emergency-communication improvements; and (7) criteria for temporary enhanced or armed security during periods of objectively elevated risk; and

FURTHER MOVED, that administration return to the Board with the results, cost comparisons, and implementation options for further consideration and action.

Suggested Neutral Stakeholder Survey Questions

1. How safe do you currently feel while on the Iftin campus?
2. What are your greatest campus-safety concerns?
3. Which security improvements would most increase your sense of safety?
4. How would the presence of a visibly armed security guard affect your sense of safety?
5. How would the presence of a trained unarmed security officer affect your sense of safety?
6. Are there particular times, events, or locations where you believe additional security is needed?

Sources and Reference Notes

1. California Department of Education - Comprehensive School Safety Plans

States that K-12 public and public charter schools must develop and maintain CSSPs addressing emergencies, hate crimes, violence, active assailants/intruders, safe ingress/egress, and tactical responses to individuals with guns.

<https://www.cde.ca.gov/LS/ss/vp/cssp.asp>

2. California Department of Education - Charter School CSSP guidance (2026)

Notes EC 47605(c)(5)(F) requires each charter school to develop a CSSP and review/update it annually by March 1.

<https://www.cde.ca.gov/sp/ch/casiccrp0326.asp>

3. California BSIS - School Security Guard FAQ and Training Syllabus

Describes the 24-hour school-security training curriculum and its subject areas. Counsel should confirm applicability to Iftin and the proposed contracting model.

https://bsis.ca.gov/consumers/faqs/school_security_guard.shtml

4. California BSIS - Firearms Permit Fact Sheet / Assessment

Describes firearms permit eligibility, background checks, training/qualification, and the judgment/restraint/self-control assessment applicable to security guard firearms permits.

https://www.bsis.ca.gov/forms_pubs/fire_fact.shtml

5. CISA - K-12 School Security Guide, 3rd Edition

Presents a systems-based, layered approach to school physical security and discusses planning tradeoffs.

<https://www.cisa.gov/sites/default/files/2022-11/k12-school-security-guide-3rd-edition-022022-508.pdf>

6. Sorensen, Shen & Bushway - The Effect of School Resource Officers on School Crime and Responses to School Crime

Research examining SRO effects on violence, gun-related incidents, discipline, police referrals, and arrests. SROs are not equivalent to private armed guards.

<https://edworkingpapers.com/ai21-476>

7. City of San Diego - Security Services Agreement No. 20000066-25-O

Public local benchmark listing \$40.04/hour for basic armed security and \$46.51/hour for lead armed security.

<https://www.sandiego.gov/sites/default/files/2026-02/20000066-25-o-agreement.pdf>

Important: This report is a governance and planning document, not legal advice. Before contracting for armed security, Iftin should obtain advice from school counsel and its insurance/risk-management professionals regarding current California law, licensing, contract terms, liability, and insurance requirements.