



GRANADA ISLAMIC SCHOOL
Board Meeting Minutes - *Saturday May 11 2019*

Board of Directors
Alma Soto, Chair
Maha Dahbour, Vice Chair
Magdy Abdelrahman, Treasurer
Tariq Ali, Secretary

Najeeb Hashmi
Abdulahkim Abushaala
Abdul Mateen Mohammed

Attendees: **Board:** Alma Soto, Maha Dahbour, Magdy Abdelrahman, Tariq Ali, Najeeb Hashmi (Remote Dial In), Abdulhakim Abushaala, Abdul Mateen Mohammed

Absent: None

Call to Order: 11:14am

1. Approve Last Meeting Minutes

Votes (3-0-1) Magdy abstained (was absent for last meeting), Abdulhakim and Najeeb were late and did not vote.

Minutes Approved

2. Board Committees

2.1 Current Committees:

IT Committee - Najeeb chair; Magdy; Abdul Mateen

Fundraising Committee - Alma Chair; Khadija El-Haddad (board alumni as volunteer)

Policy Committee - Maha Chair; Tariq; Abdulhakim

Strategic Planning Committee - Abdulhakim Chair; Entire board

- Alma mentioned that we need to make this a part of the basic function of the entire board. The board is about Governance not managing GIS, which is the principal's job
- We need to establish KPI's (Key Performance Indicators) and ROI (Return on Investment) for the investments made in the school

2.2 New Committees:

Outreach Committee - Abdul Mateen Chair; Abdulhakim

- Abdul Mateen proposed in order to assess programs from other Islamic Schools
 - Research clubs, programs, competitions, etc.
 - Benchmark other schools

Safety Committee - Tariq Chair; Abdulhakim; Abdul Mateen

Committee established after New Zealand incident

Purpose:

- Secure GIS Campus
- Partner with MCA and the MCA Safety committee
- Partner with law enforcement agencies (SCPD, FBI, DOJ, DHS, etc.)
- Communicate updates with GIS parents, staff and community
 - Receive feedback from GIS parents, staff and community
 - Established safety@granadaschool.org email address for communication

Expansion Committee - Abdulhakim Chair; Magdy

Purpose:

- Work on plan to expand GIS campus to MCA 3.0
- Align efforts with MCA
- Provide necessary input for planning, design and engineering working with BoT
- Work with Safety committee to secure GIS MCA 3.0 campus

3. Finalize New Year Contracts

3.1

Motion for board to recommend 2% COLA increase and let the Principal decide what additional increases will be applied within the budget limits; Motion seconded.

Votes (6-0-0)

Motion Passed

4. High School Tuition

Currently high school students pay \$11k all grades (9th-12th)

4.1

Motion to approve tuition changes: 11th-12th grade flat tuition \$7k with no further sibling or staff discounts; Motion seconded.

Votes (6-0-0)

Motion Passed

5. Financial Aid Account

\$120k budget approved

- Two categories; people who are eligible for zakat and those that are not

This year \$130k zakat funds available

5.1

Motion to maximize the utilization of more Zakah funds; Motion seconded.

Votes (6-0-0)

Motion Passed

6. Other Items For the Good of the Order

6.1 Remote Attendance:

Motion to allow remote attendance (Dial-in or Video Conference); Remote attendees will be recognized as a fully present board members since there is no requirement in bylaws for "physical presence" in the meeting room to vote on resolutions and to make use of advances in teleconferences; Motion seconded

Votes (5-0-1); Najeeb was dialed in and could not vote on this item;

Motion Passed

**From 12:28pm onward this motion was in place for all other motions and voting during this meeting*

6.2 Meeting with the Principal:

Alma provided an update on regular meeting with the Principal.

6.3 Hiring non-Muslim teachers based on the principal's request:

- The board agreed it was too risky to allow non-muslims in lower grades, younger students are too impressionable, we have no way to monitor what is said in classrooms
- Further discussion needed with the Principal

6.4 New PA System:

Najeeb spoke about a new PA system

- \$10-13k quotes; one is RF the other is WiFi; 35 speakers
- Recommend the RF solution because of MCA 3.0 expansion
- GIS needs a speaker system to make announcements outside
- GIS needs some temporary speakers for MCA side, something portable until MCA 3.0
- Najeeb mentioned these systems have been used by the US government, so they are reliable

6.5 Teachers Salary Schedule with credit units:

- Currently teachers get automatic salary raise when they complete courses credit units
- The board agreed that increases need to be based on the Principals evaluations.

6.5.1

Motion to repeal from the policy the automatic salary increase for courses credit units; Motion seconded

Votes (4-0-0) Maha and Najeeb left before voting on this motion.

Motion Passed

Adjournment: 1:18pm