



GRANADA ISLAMIC SCHOOL

3003 Scott Blvd., Santa Clara, California 95054

Phone: (408) 980-1161 Fax: (408) 980-1120

Educating young Muslims for life

Board of Directors

Alma Soto
Board Chair

Date: Dec 13th, 2018 at 5:30pm

Maha Dahbour
Vice Chair

Attendees:

Board members: Alma Soto, Khadiga Elhaddad, Maha Dahbour, Atef Ibrahim, Magdy Abdelrahman, Tariq Ali, and Najeeb Hashimi.

Khadiga Elhaddad
Secretary

Admins: Osman from 6:00pm, Wael AbdelJabbar from 7:00pm.

Magdi AbdelRahman
Treasurer

Absentees: No one.

Administration

Osman Khan
Principal

Topic 1: School teachers pay Scale:

Lian Jeeawoody
Vice Principal

Magdy & Najeeb started to work on school pay scale in order to improve the current pay for our staff members.

Atef mentioned that Santa Clara district is considered the highest district in the area in terms of its payscale, so, it's better not to compare ourselves to SC district.

We agreed to compare GIS pay scale to the average pay of the 7 school districts in the bay area. This is to make our comparison more realistic and fair.

Najeeb mentioned that teachers evaluation/assessment should be one of the main factors that affect the raise for each teacher. He suggested an evaluation criteria to includes: teaching credentials, teaching ability, subject taught by the teacher, students & parents satisfaction, other staff members feedback.

Osman, the principal, will review our current evaluation matrix and update it if needed.

Osman will suggest new pay scale, and the board will see the feasibility of applying it based on our current budget (he mentioned that teachers in private schools usually make 20% less than in public schools).

From the board side, there should be a detailed policy regarding school pay scale.

Topic 2: Osman & Wael update regarding HS:

Osman stated that many of our students in the last few years left after 10th, so, Wael prepared his proposal based on this scope. His proposal is trying to make our HS powerful for the students, and feasible for both school and parents.

Before we choose between full time or part time program, we need to set our specific goals from our HS, for both school and students, we also need to make our program distinct and unique.

For 9th & 10th: Currently we offer strong full time program for both grades, comparable to other private HS, higher than public school programs.

Most of our students after 8th grade aren't able to take AP classes in 9th grade, it's higher than their level. So, APs for 9th graders is not recommended by the principal. if students don't pass the course, they won't get any credit, so, no need to rush them to take AP classes in their first year(s).

To offer in-house AP classes we need:

- One week training for the teacher, costs \$1000 (teachers are available & ready to get the training).
- At least 5 students to register for the course.

It's good to train our teachers for AP classes to raise the level and to be able to help the students get prepared for college level/AP classes, but we may not offer APs inhouse and consider collaboration with other community colleges.

Osman added that Colleges look for more than AP classes/strong academic program, they look for unique experiences for the applicants and they consider the initiatives the students took to be different/unique.

Board members discussed with Osman what else should be added to our HS other than the academics, to help our students to apply at top universities and also to attract middle school students.

List of attractions/activities that should be added to our program:

- HS experience in term of building and activities - we already move forward with our expansion plan in MCA 3.0 building.
- Sports - currently we can offer basketball and soccer but we need qualified coaches to do, we also may make an agreement with other gym centers/clubs in the area to offer more sports.
- Different Community services - connections with other NP in the area
- to offer internships to our students
- to offer powerful after school clubs (debate club, robotics clubs, etc).
- Skills classes.
- Stronger Islamic Studies program and unique islamic environment. (offer classic course like Fiqh & hadith, collaborate with other islamic institutes in the US to offer stronger classes)

Board members mentioned that our marketing tool should come up with a strong message to all the community to inform it about this new program with all its attractions.

Wael Joined at 7:00pm

Wael added that parents withdraw their kids after one/two years because there is no clear path from 9th to 12th for our students.

We need to quickly do two things:

- Survey 8th & 7th parents and ask them about what you are looking for.
- Address all the problems that our students faced in the past years.

Atef asked Wael about the process of offering college classes on GIS campus, he said:

- We need to contact department chairs and get their approval, not Mission College administration.
- It's class by class request, they can't agree on a long term plan, but we can build good relation with them in the long term.
- To request this, we have to have 25+ students in the class.
- Mission College has the right to enroll outsider students in these classes.

Under the above condition, MC (Mission College) instructors may love to come to GIS campus and offer college level classes (equivalent to AP classes).

Maha asked about the possibility of teaching Computer Science classes at GIS though MC instructors and Wael mentioned it's very durable.

Wael also stated that we can make GIS HS a Cisco Academy, and he will propose to the board what's needed to achieve this.

Najeeb will work on the survey and Osman will send it to 7th & 8th grade parents once it's ready.

Topic 3: HS tuition discount Policy

Board agreed to formulate a new policy regarding reducing tuition for the part time students; who take classes outside GIS campus.

All board members agreed that max discount for part time students should be 40%, to cover our HS overhead cost and operating expenses.

Maha will write the policy and the policy committee will add it to the policy manual.

at 8:35 Alma left & Maha lead the discussion

Topic 4: Dealing with a Delinquent account

Magdy mentioned that there is a parent in the school that had a balance due since 2015 and his balance has been hanging with multiple agreements not honored to pay it back, while this person currently has sufficient income and doesn't apply for financial aid.

Magdy said it's very unfair to all other parents who pay tuitions regularly. Also, this parent's attitude puts a lot of load on the business office. Because of this, Magdy made a motion to deny access for the child of this parent until he pays his balance.

Atef made another motion to wait till the end of this academic year and ask him to clear all his debt if he wants to apply again for his child for the coming year. If he fails to pay all his balance, his child won't be admitted in the school.

Najeeb seconded Atef motion.

Votes: 5-0-0

More details in the private section of this doc.

Meeting ended at 9:00.