

Universal Academy Monthly Board Meeting

Board Minutes of December 15th, 2025

1:00PM

Attended: Marianne Mlambe, Randa Roushdy, Ahmed Igale, Abdiqani Elmi, and Abdulkadir Osman

Ex-Officio: Farhiya Einte

Guest : Angela Reali Crossland

1. *Meeting was called into order at 1:01 pm by the Board Chair Mr. Osman*
2. **Conflict of Interest:** None
3. **Approval of agenda:** Ms. Roushdy made the motion to approve the Board Agenda and Mr. Elmi seconded. All were in favor of the motion and none opposed.
4. **Approval of minutes of November 24th:** Mr. Elmi made a motion to approve November's Minutes; Ms. Mlambe seconded. All were in favor of the motions and none opposed.
5. **The Financial Report for the month of November 2025:** Ms. Ann Yang will present the financial report for the month of November during the next board meeting in January.
6. **Community Comments:** There are a lot of issues concerning the Somali people. Some families are scared to send their kids to school. The Executive Director sent an email to assure them, however families are still worried even the high schoolers are talking about the same issue.

Mr. Osman recommends asking Mr. Amin Harun to come and meet with the Middle and High school students to explain the legal situation. Mr. Elmi states that it will be a good idea.

The Executive Director also reports that if the ICE comes to school, it will be only for staff and not for students. She also confirmed that the school is well prepared with all employees' legal documents.

7. **Director's Report:** 620 students in the central location and 200 in the south west location.
CAPTI test is almost done. Students' scores were low and the school is working on ways to intervene.

The school is still missing the ELL teacher in the Central location and special education teacher in the west location.

The Executive Director also states that the school sent to MDE the “Intent letter to buy the South west building”.

8. Other Business:

- Approval of the 2025-2026 UACS Employee Handbook - Updated Dec 2025
The board reviewed the updated document. Ms. Roushdy made the motion to approve the updated document and Ms. Mlambe seconded; all were in favor of the motion and none opposed.

9. Adjourn: The meeting was adjourned at 1:22 PM; Ms. Mlambe made the motion to adjourn the meeting; Ms. Roushdy seconded; all were in favor of the motion. None opposed.

Next, Ms. Angela Reali Crossland joined the meeting and trained the board members on the following:

- Key Employment Laws for Charter Schools
- Health and Safety for Charter Schools