



BYLAWS

These Bylaws issued by the
Council of Trustees
Of
The Ijoba Shule

(Revised June 2006)

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Educating for Sovereignty

SANKOFA EDUCATION

VISION STATEMENT, MISSION STATEMENT, CORE VALUES & OPERATING PRINCIPLES

Vision Statement

The vision of The Ijoba Shule is to produce *Amaluwabi*- people of good character, integrity, and excellence- to advance their communities, nation and Ma'at through the vocations and avocations through which they choose to serve the Creator (Olódùmarè).

Mission Statement

The Ijoba Shule- partners with Sankofa parents to provide an integrated Afrakan-centered cultural education- **equips students to be responsible handlers of power.**

Core Values

A person that is *Amaluwabi* is one who:

1. Acts honorably (*Tòwòtòwò*).
2. Acts with courage and a warrior's spirit (*Ìláyà*).
3. Is loyal and dutiful (*Seégbéékèlé* àti *Ètó*).
4. Acts with rectitude and complete sincerity (*Ìwà-òdodo*).
5. Is compassionate (*Àánú*).
6. Acts with integrity (*Olóotó*).
7. Acts under self-control (*Ìséra*).
8. Appreciates the arts (*Onà láti moyi*)

THE BYLAWS OF THE IJOBA SHULE
(Revised June 18, 2006)

Preamble

We the members of Egbé Ijoba, an Òrìṣà community, being fully aware of our God-given right and responsibility to educate our children in the tradition and culture of our Afrakan ancestors and forebears herewith establish The Ijoba Shule and adopt these Bylaws for its organization and operation.

Article I: Name

The name of this institution of learning is The Ijoba Shule.

Article II: Statement Of Sentiment

We in Egbé Sankofa Kingdom of the Gods of Afraka affirm the Sacred Odù Ifá as the inspired word of God, and as the basis for our beliefs. We accept these “Sixteen Sentiments” as an affirmation of our basic understanding of reality, and as a general statement of our cultural system.

1. We believe that there is one Spirit, Àkámara (Olódumarè), who created and controls the cosmos and all that is contained therein.
2. We believe that there are forces of nature, Òrìṣà, divine ministers and manifestations of God that govern the affairs of human beings and the governing of the universe.
3. We believe that the spirit/soul of humans lives on after death and that the ancestral spirit/soul must be remembered and honored, and consulted by the living and that they do reincarnate back into the world of the living.
4. We believe in the righteousness and sacredness of our mission.
5. We believe that there are many changes ahead, which promise a better life for us. However, we must not ever become so enchanted with the new that we forget to reclaim and retain our traditional institutions, values and customs, nor depart too radically from them.
6. We believe in divination as revealed to us by Òrúnmilá Afèdèfeyò through the Sacred Odù Ifá and that it is the “Word of Olódumarè.”
7. We believe that knowledge is the golden key to success and power in life. Success in life includes possessing good character, children, a successful marriage, stable home, money, land, titles, businesses, and good standing with one's neighbors.

8. We believe that daily prayer, both personal and group, is mandatory and efficacious, and we believe that the use of life force (blood) offerings, fasting, the giving of alms (sacrifice), and performing good works strengthens and elevates our prayers to Olódùmarè, the Òrìṣà and Egúngún (ancestors).
9. We believe that, “Heaven is home and Earth is the marketplace.” Hence, we are neither a world- affirming nor a world- renouncing people. We believe that we are spiritual beings on a human journey (life), and that the Earth is the place where we develop ìwà-pèlẹ́ (good character) and evolve towards àpẹ̀rẹ̀ (completion).
10. We believe that everyone belongs somewhere in a group, and all people are not necessarily equal in all situations. Age, gender, and vested authority determine every situation and we must respect those who are in positions of authority and responsibility.
11. We believe in the magical and medicinal use of herbs.
12. We believe that the most important ties are those in marriage and between parents and children. Marriage is the normal and natural state for adults.
14. We believe that ritual song and dance is mandatory in the worship of the Òrìṣà.
 1. We Sankofa believe that humans can commune with the Òrìṣà and Egúngún through the vehicle of trance-possession.
 2. We believe that good health is the most precious of all in life and that everyone who is able, in order to fulfill one’s covenant with the divine, should make a sojourn to Yorùbáland, West Afraka.

Article III: Philosophy Of Education

Our school’s Philosophy of Education is in complete alignment with and does fully affirm our ‘Statement of Sentiment.’

As Sankofa we are in the process of “returning to fetch our culture, values and mores, and as such we are compelled by our ancestors to maintain and perpetuate (educate our children) an Afrakan-centered worldview and philosophy. We believe our philosophy to be centered on the Afrakan concept of Ma’at (divine truth, balance, reciprocity, correctness, rightness). From this Afrakan Concept of life we derive our philosophy of Sankofa education.

Living in a materialistic world means living in a reality of created facts, which can be correctly understood only in relationship to the ordering principle of the world- Ma’at.

Afrakan truth must validate experience and knowledge at all times. In all subjects: mathematics, the arts, social studies, economics, history, languages, Ma’at is the key to

true understanding. Ma'at gives us the perspective we need to comprehend reality, as it is, ourselves as we are, our relationship to others and to the world that we live in, and it provides us with the necessary principles and perspective without which there can be no true understanding. Thus, Ma'at undergirds the teaching of all subjects and provides the standard qualifying all other texts, materials and supporting media used in our classrooms.

The Ijoba Shule purpose is to provide a distinctly Nu Afrakan academic environment in which our mandate to teach, instruct and develop each student in truth may be fulfilled. Administration, faculty and staff shall seek to serve each student, providing an exemplary and ethical example while developing students' spiritual, physical, academic and social development. We recognize our students are a heritage of our community. We believe that, to the parent(s) of every Ijoba Shule student, Olódùmarè has delegated a sacred "stewardship responsibility" for the proper instruction, nurture and discipline of children. The process of educating a child starts in the home.

At The Ijoba Shule we hold to the traditional Afrakan position that while parents can never delegate away their responsibility to instruct and discipline their children, they may share the authority for the teaching of their children, with our faculty and staff. Children will be blessed as parents and teachers share their instruction, so long as the instruction is provided in Ma'at and rightly shared authority. **The Ijoba Shule is committed to its mission of: producing responsible handlers of power.**

For this reason, the parent(s) of Ijoba Shule students will be expected to clearly communicate with their children the Creator's design in, and the necessity for respect of, teachers' authority in the classroom at all times. Ijoba Shule students, learning to be in submission to authority of their teachers in the classroom, even as they learn to submit to the authority of their parents at home, actually engage in the larger process of learning obedience to Olódùmarè.

We desire to create an equal opportunity learning environment, based on academic excellence that compliments the Nu Afrakan home. We strive to promote an atmosphere where students learn to live their lives in service to Olódùmarè, developing their character and achieving their highest potential. As we seek to teach and prepare student to be responsible handlers of power in service to their Creator, we believe that the school and the home need to work cooperatively in providing the best educational experience for each student.

Our goal is to develop and grow each student's natural curiosity and creative desire to learn and to assist them in developing a love of learning. It is critical that students master the basic academic skills needed to be productive members of society.

As to their spiritual nurturing, our goal is to develop within each student an inclination to study, learn and apply Ma'at in every area of her/his life. We will diligently work to instill in our students a sense of appreciation and for the heritage that is theirs in Afraka.

Ultimately, in all that we teach, in all that we say and do and plan and promote; we shall direct all victory to Ma'at (the way of the Creator). We will, at every point, seek to promote an experience of education and service in the lives of Ijoba Shule students; imparting universal truths, thus preparing them for faithful service in the cause of sovereignty and redemption, that their involvements in the home, market and community might manifest the principle of Ma'at for world to see.

Article IV: Council Of Trustees and Trustee Governance

Section 4.1: Agreement of Leadership with Articles II and III.

4.1.1 All Council members shall agree without reservation to Articles II and III of these Bylaws.

Section 4.2: General Powers and Responsibilities

4.2.1. The Ijoba Shule Council of Trustees will oversee the continuing operation of this educational ministry and generally oversee the business affairs of The Ijoba Shule in compliance with these Bylaws. The responsibilities of the Council will include, but not be limited to: making policy, acting on matters of personnel (including hiring and firing), appointing Council members, establishing tuition and fees, promoting Afrakan education in the community and praying for the life and service of The Ijoba Shule.

Section 4.3: Number and Tenure of Council Members

4.3.1. The number of Council members shall be at least five (5) and may be increased by nomination and appointment of addition members. Each Council member shall serve on the Council for a term of three (3) years, unless service is terminated by resignation or dismissal.

4.3.2. Members in good standing of Egbé Sankofa must serve on the Council and be in the numerical majority of the Council to ensure that The Ijoba Shule maintains its unique Sankofa character.

4.3.3. Any Council member may, if s/he chooses, serve a second and third consecutive three-year term, subject to the nomination and election process set forth in these Bylaws. Further, having served a second and third term on the Council, the Council member shall step down from service for at least one full year before again being eligible for nomination and election to the Council. The Council chairperson's tenure, however, may be extended for one year by a unanimous vote of the entire Council of Trustees.

4.3.4. Terms of service for the Council members are staggered to allow for depth of experience and a natural mentoring effect upon newer members.

4.3.5. The Council shall strive to stagger the terms of service on the Council in such manner that no more than one-third (1/3) of the full Council will complete its term of service in any given fiscal year.

Section 4.4 Council Member Qualifications

4.4.1. All Council members shall be cultural/nationalists and subscribe to the school's Statement of Sentiment without reservation. Further, each Council member shall be committed to preserving the ideals and purposes of the school, as described in the Philosophy of Education.

4.4.2. Eligibility for Council membership requires that a nominee shall be centered in Ma'at, graced in their judgments through their meditation on and submission to the principle of Ma'at. Further, their reputation in the community and the testimony of their life shall evidence their qualifications reflective of educational leadership.

4.4.3. In their speech and behavior a Council member shall demonstrate that s/he is not quick-tempered, not overbearing, one who loves what is good and one found faithful in their his/her love of Afraka and her people and cultures. To serve on The Ijoba Shule Council s/he shall possess a wholehearted commitment to the school and the cause of Afrakan-centered education.

4.4.4. The Ijoba Shule is incorporated by Egbé Sankofa and as such is a "church" school with interlocking Councils.

4.4.5. Council members shall personally commit themselves to continuous prayer and meditation for The Ijoba Shule family, leadership, life and service.

Section 4.5: New Council Member Nominating Process

4.5.1. It shall be the unqualified right of any Ijoba Shule family, at any time, to suggest the name of a potential nominee to the Olorí (President) of the Council. The name shall be submitted in writing and delivered to the school office. It is then incumbent upon the Olorí to give notice of such recommendation at the next regular meeting of the Council; bringing such notice to the attention of the Council Akòwé (Secretary). The Akòwé will add the recommendation to a list of potential nominees. The Akòwé will keep this list in custody until turning it over to a nominating committee appointed by the Council Olorí .

4.5.2. Each October, a nominating committee shall be appointed by the Olorí of the Council. The charge of such committee shall be to identify and conduct a preliminary evaluation of potential membership. Further, such evaluation will be guided by the qualifications for Council members as they are set forth in these Bylaws.

4.5.3. Between October 1 and the regular meeting of the Council in January, the nominating committee will identify and interview potential nominees. At least two committee members shall interview each candidate, either at the school or at home at a time **not** to coincide with a regular business meeting of the Council. Upon establishment of the nominating committee, the Council Akòwé shall turn over the list of recommendations of potential nominees along with any additional candidates the Council may, themselves, suggest. The objective of preliminary interviews will be to establish the candidates' interest in pursuing this particular avenue of service to The Ijoba Shule. While conducting each preliminary interview, committee members shall provide the candidate with a copy of these Bylaws and review it with the candidate. The candidate, after reviewing the Bylaws, shall convey her/his agreement with the same.

4.5.4. The nominating committee at the regular January Council meeting shall, in Executive Session, formally submit nominees to the full Council. Subsequent to this meeting and at least one week prior to the regular Council meeting in April, the full Council, at one or more special meetings, convened for this purpose, shall interview nominees to the Council.

4.5.5. Voting to appoint nominees to Council membership shall take place at the regular of the Council in April. The term of office for regularly appointed Council members shall begin May 1, of that year and end April 30th, three years hence.

4.5.6. In the event of a vacancy on the Council, occurring for whatever reason, a replacement shall be interviewed in the manner as has been described herein, voted upon and appointed by the remaining Council members, without regard to particular dates and timetables already described herein. (See Section 4.13)

4.5.7. Voting for the appointment of any Council members, whether such appointment is by reason of an incumbent completing his term or by reason of resignation or dismissal, shall be in strict compliance with the manner of acting prescribed in these Bylaws.

Section 4.6: Election (Appointment) of New Council Members.

4.6.1. The appointment of any nominee to The Ijoba Shule Council of Trustees, whether the vacancy occurred through retirement, resignation or dismissal, shall be decided by the affirmative vote of a majority of the members present, provided two-thirds (2/3) of the full council is in attendance.

4.6.2. The Council shall vote for new members by roll call. The Council Akòwé shall read the names of Council members in attendance and record the vote The Council Olorí shall declare the election results and shall be responsible to convey the same to all nominees. In the event of a tie the presiding officer shall cast the deciding vote.

4.6.3 It is in the best interests of The Ijoba Shule to view the nominating process as a way of helping to develop the good will of all nominees. This is best accomplished by timely and personal contact from the Council Olorí

Section 4.7: Duties of the Council

4.7.1. Council members shall personally and corporately pray continually for the leadership, administration, faculty, staff, parents, children and fruitful service of The Ijoba Shule. Moreover, they will be inclined to prayer, ever mindful of their own dependence upon Olódùmarè and for the grace and wisdom of Olódùmarè manifest in their leadership.

4.7.2. The primary function of the Council is to establish school policy, **not** to administer the school. The daily administration is the work of the Principal. The Council's policies set boundaries within which the Principal administers The Ijoba Shule.

4.7.3. The second most significant duty of the Council is the selection of the Administrative Officer (Principal). The Principal will implement the Council's legislated policies and directives and manage the day-to-day operation of the school. The Principal is an ex-officio (non-voting) member of all committees.

4.7.4. The faculty and staff of The Ijoba Shule shall be recommended by the Principal and appointed by the Council after careful care and consideration of their spiritual, cultural and academic qualifications. Both parties shall enter into a binding contract. The Council shall have the authority to dismiss any personnel associated with the school who does not fulfill the requirements set forth in these Bylaws, or otherwise prove to be unfit for their role and work.

4.7.5. The Council shall oversee the general financial operation of the school: approve the annual budgets, devising methods of developing operating funds and determining how these funds shall be disbursed. (Methods used to raise funds shall be consistent with the Ma'at character and philosophy of The Ijoba Shule.)

4.7.6. The Council shall have the authority to borrow money in the name of The Ijoba Shule, but all measures will be taken to operate within a balanced budget. Ordinarily, any forms of debt will be avoided.

4.7.7. The Council shall approve the educational programs and standards of achievement for the school as recommended by the education Committee.

4.7.8. Courses of study, including textbooks, prepared by the school's faculty under the leadership of the Principal and reviewed by the Education Committee shall be recommended to the Council for approval.

4.7.9. It is understood that members of the Council of Trustees are necessary in the operations of not-for-profit corporations and give of their time to benefit the community. Trustees or not-for-profit boards have varied interests and backgrounds, and a situation may develop in rendering services that might be interpreted as a conflict of interest.

The service of Trustees should not be rendered impossible solely by reason of possible conflict of interest; nevertheless, there has to be loyalty and fidelity to the school. In governing the affairs of the school, Trustees must be accountable to Olódùmarè in honestly and economically exercising their best care, skill and judgment for the benefit of the school. The following shall apply:

1. Any possible conflict of interest on the part of any Trustee shall be disclosed to the other members of the Council and made a matter of record, either through an annual procedure or when the interest becomes a matter of Council action.
2. Any governing Council trustee having a possible conflict of interest on any specific after shall not vote or use their personal influence on that matter. The minutes of the meeting shall reflect that a disclosure was made, and abstention from voting observed.
3. The foregoing requirements shall not be construed as preventing the Council Trustee from briefly stating his position in the matter or from answering pertinent questions from the other Trustee members since his knowledge may be of assistance.

This policy shall be reviewed annually for the information and guidance of governing Council Trustees and new Trustees.

4.7.10. The Council's authority is corporate. Individual Council members have authority to act only when the Council is convened in regular or special session. There shall be only one line of authority, which will flow from the Council, through the Olorí, to the Principal who is charged with the responsibility for properly conveying the decisions and actions of the Council to the faculty, staff, students and parents appropriate.

4.7.11. The annual evaluation of the Principal is the responsibility of the entire Council.

Section 4.8: Officers, Election and Tenure of Officers

4.8.1 The officers of The Ijoba Shule shall be President (Olori), Vice President (Otun Olori), Secretary (Akòwé) and Onisowo (Treasurer). These four (4) officers constitute the Executive Committee of the Council.

President. The President shall preside at all Ijoba Shule meetings and perform such other duties as approved by the Council. The President shall

be the Principal's point of contact with the Council when the Council is not in session.

Vice President. The Vice President shall perform the duties of the President in the latter's absence, disability or refusal to act. When so acting, the Vice President shall have all powers of and be subject to all the restrictions upon the President.

Secretary. The Secretary shall cause to be recorded the minutes of any and all meetings of the Council. Further, the Secretary shall have custody of the Council records and documents and shall conduct necessary correspondence and perform other duties associated with the office.

Treasurer. The Treasurer is entrusted with supervision of the operating funds of The Ijoba Shule. The Treasurer or her/his designate(s) shall receive all funds contributing to the maintenance of the school, deposit all such funds to the credit of the school in a financial institution designated by the Council. The Treasurer or her/his designate(s) shall disburse such funds as prescribed in the annual budget or designated by Council directive. Further, the Treasurer will prepare and present financial reports at regular Council meetings. The Treasurer shall be responsible to arrange for annual independent audit of all school accounts conducted by a Council approved accountant.

4.8.2. At the Council's Annual Corporation meeting in June, the Council shall elect officers for the following year from among its members. The term of office shall be one year, but eligible for re-election, with such term starting July 1. Election shall be by simple majority vote of the members present, with a two-thirds (2/3) quorum in attendance. This paragraph does not withstand provisions contained in Section 13 of this Article.

Section 4.9: The School Administrator (Principal).

4.9.1. The duties and responsibilities of the Principal are of such a nature as to require the full time and undivided attention of the Principal. It is incumbent on the Principal to properly balance competitive demands of family, temple and work upon her/his time, energy and resources.

4.9.2. The Principal is responsible to conscientiously maintain an open line of communication between the various members of the school body and the Council; conveying their concerns, ideas, or questions to the Council in a timely and forthright manner. In the absence of an approved policy, the Principal is free to act upon the basis of her/his good judgment, to report her/his action and the need for an appropriate policy at the next regular meeting of the Council.

4.9.3. Individual Council members may not give directives to the Principal or to the school's faculty or staff. Council members do not have direct authority in the school. Their authority is confined strictly to the legislative powers of their office.

Section 4.10: Council Member Evaluation

The Council shall evaluate itself annually, at its regular meeting in June. Each member shall evaluate his willingness and ability to continue in the position he holds (with a view to the upcoming school year). Every incumbent member of the Council shall annually sign the letter of "Leadership Commitment," set forth in these Bylaws, thereby pledging their faithful and selfless service on the Council in the next year.

Section 4.11: Leadership Commitment.

Knowing that Ma'at is the natural and divine order of the world concerning character (iwà) and responsibility of a leader:

- 1. I will seek to maintain a close, intimate walk with Ma'at by regularly spending time alone in prayer and meditation;*
- 2. I will be a diligent student of Ma'at.*
- 3. I will endeavor to walk continuously in step with Ma'at.*
- 4. I will pray for those who serve with me as Council members, for the school administration, for the faculty and staff of the school and for the students of The Ijoba Shule and their families. I will pray regularly for the ministry of the school and for the testimony that ministry will have in the community.*
- 5. I will be diligent in preparation for all Council meetings; participating in duly appointed offices, committees, or special assignments, doing my homework and submitting myself anew and afresh to Ma'at. Further, I will faithfully attend all meetings of the Council unless I am hindered from doing so by compelling reasons such as illness or necessary travel. When I am unable to attend, I will notify the Council President in advance, if possible, of the reason for my absence and will follow up with the Council Secretary and/or other Council members, taking the opportunity to fully inform myself of the proceedings of that meeting for which I was absent.*
- 6. My fellowship, speech and manner with my colleagues on the Council and with any members of the school family will be characterized by love, grace and humility. In keeping with the spirit of Ma'at, I will refrain from expressing demeaning attitudes (through criticism and complaint). While respecting divergent views and convictions expressed by my colleagues on the Council, I will express my views and differences of opinion constructively and with grace. Once the Council has discussed and voted on an issue and regardless of my personal vote on that issue, I will publicly support the Council's action. I will not disclose my position or vote or any other Council members vote or position. Moreover, I will be positive, an encourager, acting with integrity and discretion and endeavoring to maintain the unity of Ma'at in the bond of peace.*

I have studied these statements of commitment and have meditated and prayed over them, and I believe that it is my duty and mission to serve on the Council of The Ijoba Shule, as a Council member, according to these standards.

SIGNATURE: _____ Date: _____

Section 4.12: Resignation/Dismissal From the Council

4.12.1. After prayerful consideration, any Council member may resign from office. S/He shall tender their resignation letter to the Council President, stating the reason(s) for her/his decision. Such letter of resignation should be personally delivered or mailed to the home address of the President at least two weeks before the next regular Council meeting.

4.12.2. Any Council member may be removed (dismissed) from the Council for conduct unbecoming of their office, or for excessive absence from regular and special meetings of the Council or whenever such removal (in the judgment of the Council) would be in the best interests of the school body. Removal shall require two-thirds (2/3) vote of the Council members present, provided at least three-fourths (3/4) of the full Council is in attendance.

4.12.3. In view of the serious, disciplinary nature of a Council member's involuntary removal from office, every effort shall be made, by all parties concerned to show authentic Afrakan compassion and forbearance. Corrective measures and actions designed to promote genuine atonement personal restoration shall be applied. Dismissal from the Council shall be a matter of "last resort." Any unpleasantness surrounding such action shall be dealt with quickly and taking into account the dignity and personal privacy of the person in question.

Section 4.13: Council Vacancies

4.13.1. Any vacancy on the Council, occurring for whatever reason, shall be filled by appointment of the Council, with such appointment being decided by majority vote of the Council members present, provided that three-fourths (3/4) of the remaining members are in attendance. The Council member appointed shall hold office for the unexpired portion of his predecessor's term. Further, in event the member who has left the Council was an officer, another member shall be designated (by majority resolution of the Council) to assume the responsibilities of the office now vacant.

Section 4.14: Meetings

4.14.1. Regular meetings of the Council shall convene quarterly (usually on the third Wednesday). The Council shall observe the practice of open Council meetings. Members of the entire school family may attend the meetings. The privilege of the floor may be granted to observers at the discretion of the Council President; however, the first thirty (30) minutes of the Council meetings are open for public remarks. These remarks shall be presented within the Council's guidelines. The Council retains the right to meet in Executive Session, to discuss personnel or other delicate matters.

4.14.2. Special meetings of the Council may be called by, or at the request of the Council President or any four (4) Council members. Prior written notice of the special meeting, including the date, time, place of the meeting and a summary agenda for this meeting shall be personally delivered or mailed to each Council member's home address at least seven (7) days in advance of the meeting. Further, all school families shall be notified of all special and regular meetings by means of either an announcement prominently displayed in a regular school bulletin or newsletter, or an announcement, published for the purpose and sent home with the pupils of the school. Parental notice of all Council meetings shall be sent no later than seven (7) days prior to the day of such meetings. It shall be the unqualified right of the entire school to be informed of all the meetings convened by the Council.

4.14.3. The Annual Corporation meeting shall be held in June.

4.14.4. The fiscal year for the school will begin January 1 and end December 31 of each year.

4.14.5. In consultation with the Principal, the agenda for regular meetings of the Council shall be prepared by the President and in the President's absence prepared by the Vice President.

Section 4.15: Quorum

4.15.1. Unless otherwise provided, 50% of the Council's membership, rounded to the next highest number, shall constitute a quorum for the transaction of business. Recognizing that no formal vote may be taken in the absence of a quorum, informal discussion may ensue.

Section 4.16: Manner of Acting

4.16.1. The act of a simple majority vote of the members, wherein a quorum is present at the meeting, shall be the act of the Council, unless such act requires a greater number of votes as demanded by law or by these Bylaws.

Section 4.17: Emergency Action

4.17.1. In an emergency, the President may poll the full Council to secure authorization for a given course of action.

Section 4.18: Compensation and Reimbursement of Members.

4.18.1. Members of the Council shall receive no compensation for their services. The Council may authorize the reimbursement of expenses, incurred by any Council members in performance of official business for the school or the Council.

Section 4.19: Open Meetings

4.19.1. Open school family meetings may be held to communicate important issues/decisions to The Ijoba Shule constituency, or to occasionally make the Council available for the school family to answer.

Section 4.20: Committees

4.20.1. The Standing Committees of the Council are appointed by the Council President. The committees are:

1. Education & Technology
2. Finance
3. Financial Development
4. Property Management
5. Public Relations
6. Personnel

At least one (1) Council member shall chair the committee, with the exception of the Education and Personnel Committees. Based upon an annual survey of parent interests, the President shall appoint no fewer than two (2) parents to each standing committee consistent with their expressed interests. No parent shall serve on more than one (1) committee. The professional staff may select at least two (2) of its members to serve on each standing committee.

4.20.2. With the approval of the Council, the President may from time to time establish special task committees empowered to deal with a specific issue within a given school year.

Article V: Staff

All members of the school's faculty, teaching assistant staff, and administrative staff must declare their unconditional agreement with Articles II and III of these Bylaws; they must be culturally sound in their teaching and must lead exemplary lives.

Article VI: Amendments

Portions of these Bylaws may be amended by three quarters (3/4) majority vote of the members at any meeting wherein the full Council shall be present, provided two week's prior written notice shall have been sent to each member, stating both the specific language of and the reason(s) and intent for the desired change. The Statement of Sentiment (Article II), The Philosophy of Sankofa Education (Article III), Amendments (Article VI), and the process of Irrevocable dedication (Article VII) are not and shall not be subject to amendment, whether by addition to, deletion from or any other form of alteration. The Council shall notify the whole school family of any amendment made to these Bylaws.

Article VII: Irrevocable Dedication (Dissolution)

The Ijoba Shule is organized and operated exclusively for the purpose of being a private educational Sankofa school, within the meaning of section 501 (c)(3) of the Internal Revenue Code. No part of the net earnings of the school shall inure to the benefit of, or be distributable to its members, trustees, officers or other private persons, except that the school shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article III hereof. In case of dissolution of The Ijoba Shule, all the assets of the school remaining after the payment of debt, shall be donated to a CIBI (Council of Independent Black Institutions) institution as the Council may determine and select, for one or more exempt purposes within the meaning of section 501 (c)(3) of the Internal Revenue Code.

Article VIII: Nondiscrimination Policy

The Ijoba Shule admits students of any race, color, national or ethnic origin to all the rights, privileges, programs and activities, generally accorded or made available to students at the school. It does not discriminate on the basis of any race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic or other school administered programs.

The Ijoba Shule employs faculty and staff of any race, color, national or ethnic origin. It does not discriminate on the basis of race, color, national or ethnic origin in the hiring, management or supervision of its faculty and staff.