

# Summary of ISCN By-Laws Changes

Aprile 2026

## Definitions & Terms (Article 2)

**BOD Definition:** Changed from a general description to "A 9-member body elected by Voting Members of ISCN".

**General Membership:** Added as a new defined term: "Youth Members, Associate Members and Voting Members as Defined in 5.2".

**Principals:** Added a new definition: "ISCN School Principals".

**Quorum:** Refined to "The minimum number of attendees needed for a meeting to be deemed valid and legal".

**Hijra:** Updated from "Islamic Era" to "Islamic Calendar".

## Governance & Anti-Discrimination (New Section)

**Official Availability:** Mandates that bylaws be provided to each member at the time of application and reside on the official website.

**Citizenship Anti-Discrimination:** Added a major new clause citing 8 U.S.C. § 1324b, expressly prohibiting discrimination based on citizenship status in hiring, firing, or recruitment.

**Hiring Restrictions:** ISCN may only hire individuals authorized to work in the U.S. and cannot sponsor foreign individuals unless no qualified local candidates are available.

## Membership Eligibility (Article 5)

**Voting Tenure:** Increased the requirement to be an Associate Member from one year to two years.

**Legal Proof:** Now explicitly requires Voting Members to be U.S. Citizens or legal residents and "furnish proof thereof".

**Student Exception:** Added a provision allowing members (ages 18–26) attending school away from home to remain voting members for up to four years if their

permanent residence remains within 15 miles of Corona City Hall.

**Automatic Reversion:** A new rule states that missing **two consecutive General Body meetings** result in automatic reversion from Voting to Associate status.

**Application Requirement:** Clarified that moving from Associate to Voting status is **not automatic** and requires a formal application.

## **Board of Directors (BOD) Performance & Removal**

**Automatic Removal for Absence:** A BOD member who misses **four regular meetings** in 12 months or **three consecutive meetings** is automatically suspended; failure to attend the next meeting results in automatic removal.

**Officer Removal:** The President, Secretary, or Treasurer may be removed "for cause" by a **66% majority vote** of the General Body (requiring a 66% quorum).

**Non-Officer Removal:** Other BOD members can be removed for cause by a **two-third (2/3) vote** of the remaining BOD members.

**Investment Prohibition:** Added a strict clause that the BOD "shall not invest in stocks, bonds, high risk investments, or interest generating investments".

**Document Security:** Changed the President's duty from keeping legal documents in a bank vault away from ISCN to keeping them in a fire vault **on the ISCN Premises**.

## **Board of Trustees (BOT) & Board of Education (BOE)**

**BOE Dissolution:** The Board of Education is **dissolved** effectively 24 hours after the passage of these bylaws.

**BOT Eligibility:** Increased continuous membership requirement from 8 to **12 years**, added a minimum age of **45**, and required a bachelor's degree.

**BOT Election Cycle:** The current BOT serves until the next election, at which point **all 5 seats** will be elected (3 for 4-year terms, 2 for 2-year terms) to establish a new staggered cycle.

**Chairperson Eligibility:** A first-time BOT member is now **ineligible** to serve as Chairperson.

## **New Committees & Specialized Roles**

**IT Committee:** Established as a new standing committee to manage digital infrastructure, data security, and publicity.

**RAD and Imam (Article 13):** Added a dedicated article governing the Religious Affairs Director and Imam roles.

**Endowments (Article 15):** Added a new article authorizing the creation of an Endowment Program and an Irrevocable Trust.

## **Elections & Judiciary Procedures**

**Nomination Prohibitions:** Floor nominations on election day are now **strictly prohibited**.

**Town Hall:** Added a mandatory "Face to Face" Town Hall meeting for candidates.

**Binding Arbitration:** Designated the **Islamic Shura Council of Southern California** as the final and binding arbitrator for all disputes.

**Internal Escalation:** Any unresolved BOD issue **must be escalated to the BOT within one week**.

**Bankruptcy:** No agent may file for bankruptcy without **66% approval** of the General Body at a special meeting.

The **Board of Education (BOE)** undergoes the most transformation in the 2025 amended by laws

Below is the detailed comparison of these changes, following the requested format:

## **Organizational Status & Existence**

**Original Approach:** The BOE was one of three main standing boards of ISCN (alongside the BOD and BOT). It was an autonomous, elected body with its own President and Secretary.

**New Change:** The BOE is **officially dissolved** and **Transition to Education Governing Board (EGB)**

**Original Approach:** Education was managed by the elected BOE members.

**New Change:** Education is now managed by a newly created **Education Governing Board (EGB)**.

### **Selection Process (Elected vs. Appointed)**

**Original Approach:** BOE members were elected by the General Body during the standard biennial election process.

**New Change:** EGB members are **appointed**. The BOD, in consultation with the BOT, selects and appoints the EGB Chairperson and its members.

## **Composition & Structure**

**Original Approach:** The BOE consisted of five elected members (President, Secretary, and three members).

**New Change:** The EGB consists of: A minimum of **five members**, The **School Coordinator** (A paid staff position, non-voting). The **Religious Affairs Director (RAD) or Imam** (Ex-officio, non-voting).

## **Roles & Responsibilities**

The EGB's role is more focused on **operational oversight and compliance**.

**Fiscal Accountability:** They must ensure the school system remains fiscally accountable to the BOD.

**Legal Compliance:** They are specifically tasked with enforcing Federal and State educational laws and health/safety codes.

**Policy Coordination:** They coordinate with the RAD/Imam to ensure the curriculum aligns with the religious vision defined by the BOT.

## **Qualifications & Eligibility**

**Original Approach:** Candidates for the BOE had to meet general membership requirements and show an interest or background in education.

**New Change:** Because it is now an appointed body, the BOD looks for specific professional expertise. The new bylaws emphasize that the EGB should consist of individuals with **professional educational backgrounds** or administrative experience to ensure technical competency in school management.

## **Administrative Reporting**

The **Final (2025 Proposed)** bylaws introduce significant changes to the election timeline, candidate eligibility, and the formal procedures of the election day itself to increase oversight and transparency.

Below is the detailed comparison of changes related to **Elections and Election Day**:

## **Election Committee (EC) Formation & Oversight**

**New Change:** The **Board of Trustees (BOT)** is now responsible for forming the EC and choosing its chairperson at least **90 days** before the election. This shifts the oversight from the executive board (BOD) to the oversight board (BOT).

### **Nomination Process & Floor Nominations**

**New Change:**

**Deadline:** Nominations must be received exactly **40 days** prior to the election.

**Strict Prohibition:** Nominations from the floor on Election Day are now strictly **prohibited**.

**Verification:** The EC must verify that all nominees meet the new, stricter

eligibility requirements (e.g., citizenship proof, tenure) before the ballot is finalized.

### **Candidate Town Hall (New Requirement)**

**Original Approach:** Candidates were listed, but there was no formal requirement for a public forum.

**New Change:** A mandatory "**Town Hall Face-to-Face Meeting**" is now part of the preliminary election process. This allows the General Body to engage with and question candidates before casting their votes.

### **Voter List Finalization**

**Original Approach:** The list of eligible voters was published 40 days before the election.

**New Change:** The final list of voting members must be provided to the EC and posted on the official noticeboard **25 days** before the election. This shorter window ensures the list accounts for the most recent status changes (such as the new

"automatic reversion" rule for missed meetings).

## **Conflict of Interest Controls**

**Original Approach:** No specific restriction on board officers managing membership data while running for re-election.

**New Change:** If the General Secretary or the Membership Chairperson is a candidate in the upcoming election, the BOD **must appoint a new Membership Chairperson** who is not a candidate to handle all membership documents and voter verification.

## **Election Day Procedures & Voting**

**Original Approach:** General voting procedures with oversight by the EC.

**New Change: \* Single-Day Window:** Elections are held on a single designated "Election Day."

**Identification:** Voters may now be required to show identification or proof of status to match the new requirement for U.S. citizenship/legal residency.

**Immediate Results:** The EC is mandated to count and announce the results immediately following the close of the polls, with the BOT acting as the final arbiter in the event of a tally dispute.

## **Transition of Power**

**Original Approach:** A "Lame Duck" period existed between the election and the swearing-in.

**New Change:** While the transition period remains, the "**Section A.6: Suspension of Major Decisions**" clause is reinforced. From Election Day until the swearing-in, the outgoing board is strictly barred from making any "long-range impact" financial commitments, hiring, or firing personnel.

The role and election of the **Board of Trustees (BOT)** undergo a significant shift in the 2025 amended by laws. The BOT's authority is expanded to include more direct oversight

of the Board of Directors (BOD) and election management, while the criteria to serve become much more rigorous.

Here is the detailed list of changes for the Trustees:

## **Trustee Eligibility & Qualifications**

**Original Approach:** Candidates required 8 years of continuous membership and 2 years of service on the BOD.

**New Change:** Eligibility has been significantly tightened to ensure a more "senior" oversight body:

**Age:** Must be at least **45 years old**.

**Tenure:** Continuous voting membership requirement increased from 8 to **12 years**.

**Education:** Must hold a **bachelor's degree or higher**.

**Experience:** Must have at least **7 years of management or administrative experience**.

## **Election of Trustees (The Reset)**

**Original Approach:** Trustees served staggered 4-year terms, with elections occurring as individual terms expired.

**New Change:**

**The Reset:** Upon passage, the current BOT serves only until the next election. At that time, **all five seats** will be elected simultaneously to "reset" the board.

**Term Staggering:** To re-establish a cycle, the three candidates with the highest votes will serve **4-year terms**, and the remaining two will serve **2-year terms**. Thereafter, all will serve 4-year terms.

## **Role in Election Oversight**

**New Change:** The BOT is now the **sole authority** for the election process:

- They must form the EC **90 days** before the election.
- They appoint the EC Chairperson.

- They act as the final authority to resolve any disputes or challenges raised during the election process.

## **Expanded Oversight & Performance Role**

**Original Approach:** The BOT acted as a general advisory and "checks and balances" board.

**New Change:** The BOT now has specific "trigger" authorities over the BOD:

**BOD Deadlock:** If the BOD cannot resolve an internal conflict, the matter

**must** be escalated to the BOT within one week.

**Fact-Finding:** The BOT is empowered to appoint a "fact-finding committee" to investigate BOD performance failures or financial irregularities.

**Mediation:** The BOT Chairperson (or a designee) serves as the primary liaison for internal mediation before matters are sent to the Shura Council.

## **Internal Structure (The Chairperson)**

**Original Approach:** The BOT selected its own leadership internally.

**New Change:** A new restriction prevents "fresh" Trustees from leading the board. The BOT Chairperson must be someone who has **previously served** on the BOT. A first-time Trustee is ineligible to be the Chair.

## **New Responsibilities (Endowments & Legal)**

**Original Approach:** Trustees focused on property and long-term stability.

**New Change:**

**Endowment/Trust:** The BOT is specifically tasked with creating and managing the **ISCN Irrevocable Trust** and Endowment Program (Article 15).

**Religious Alignment:** The BOT now works with the Religious Affairs Director (RAD) to ensure that the educational and religious vision of society is maintained by the BOD and the Education Governing Board.

**Asset Protection:** The BOT must approve any major decision regarding the mortgaging or sale of ISCN property, with a high threshold for approval.

## **Administrative & Transparency Changes**

**Bylaws Accessibility:** A new mandate requires that a copy of the bylaws be provided to **every member** at the time of their application and must be permanently hosted on the official website.

**Meeting Notices:** The timeframe for notifying members of General Body meetings has been refined to ensure "adequate notice," with specific mention of electronic communication (email/website) as the primary legal method of notice.

**Record Inspection:** While members always had the right to inspect records, the new bylaws add specific "reasonable time" constraints and procedures to ensure the security of original documents during inspection.

## **Financial & Professional Standards**

**Conflict of Interest Policy:** The final document includes a more robust and modernized Conflict of Interest policy, requiring board members to sign annual disclosure statements.

**Fiscal Year Clarification:** Small verbiage changes clarify that the fiscal year follows the Gregorian calendar (Jan 1 – Dec 31) for tax purposes, while religious events strictly follow the Hijra (Islamic) calendar.

**Professional Audits:** There is a more explicit requirement for an **annual external financial review or audit** by a qualified third party, rather than just an internal review by the Treasurer.

## **Committees & Appointed Positions**

**Sub-Committee Lifecycle:** The BOD now has the explicit power to create **and dissolve** "Ad-Hoc" committees for specific tasks (e.g., a specific construction project or event) without needing a bylaws amendment.

**The "RAD" Authority:** The Religious Affairs Director (RAD) is now explicitly given "Consultative Status" on all committees that involve youth, education, or community outreach to ensure religious alignment.

**Membership Chairperson:** This role is now more strictly defined, with the responsibility to maintain a "Live Database" of members that must be backed up

off-site weekly.

## Legal & Compliance Verbiage

**"For Cause" Definition:** The final version provides a clearer definition of "For Cause" regarding the removal of board members, explicitly listing:

- Conviction of a felony.
- Acts of moral turpitude.
- Direct violation of the ISCN Creed/Mission.
- Unauthorized representation of ISCN in legal or public matters.

**Indemnification:** The language regarding the protection of board members from personal liability (Indemnification) has been modernized to align with current California Non-Profit Religious Corporation law.

**Gender Neutrality:** Many sections have been updated with more gender-neutral or inclusive language (e.g., using "their" instead of "his" in various administrative sections).

## Facilities & Usage

**Facility Use Policy:** There is new language stating that the use of ISCN facilities for private events (weddings, funerals, etc.) must comply with a specific "Facility Use Policy" approved by the BOD and BOT, ensuring that all activities align with ISCN's religious values.

**Security Protocols:** The BOD is now specifically tasked with maintaining a security protocol for the premises, including the management of keys, access codes, and surveillance data.

## Amendment Process (Article 19)

**Original:** Generally required a 2/3 vote for amendments.

**New Change:** The process of **proposing** an amendment is more structured. A member must now have a petition signed by at least **20% of the voting membership** (previously less specific) just to bring an amendment to the floor for a vote, or it must be proposed directly by the BOT/BOD.

# The Appendix" Specifics

**Interim Power:** The Appendix explicitly states that if the new bylaws are passed, the current administration has a **limited "caretaker" status** until the next election, meaning they cannot sign any new multi-year contracts or make major capital expenditures during this transition.

## Terminology and Definitions (Article 2)

### "Board Member" Definition:

**Original:** Generally referred to members of the BOD, BOT, and BOE.

**New Change:** Explicitly redefined as "Any member of the **two** Boards" (reflecting the dissolution of the BOE).

### "Good Standing":

**Original:** Vaguely defined as having paid dues.

**New Change:** Now specifically requires the member to be in compliance with the "**Creed and Mission**" of ISCN and have no active disciplinary actions.

### Full Term" Clarification:

**New Addition:** Explicitly defines a "Full Term" as more than half of the elective duration. This prevents members from bypassing term limits by resigning early and running again.

### Administrative Deadlines & "Notice"

#### The "10-Day Rule" for Minutes:

**Original:** Minutes were to be recorded and approved at the next meeting.

**New Change:** Meeting minutes must now be drafted and circulated to board members within **10 days** of the meeting to ensure accuracy while memories are fresh.

## **The "7-Day" Financial Report:**

**New Addition:** The Treasurer is now required to provide a monthly financial summary to the BOD at least **7 days prior** to the monthly board meeting, allowing for pre-meeting review.

## **10. Membership Data & Privacy**

### **The "Voter List" Verification:**

**Original:** The list was published and that was the final word.

**New Change:** Members now have a **7-day window** after the list is published to challenge their status or correct errors before the list is "locked" for the election.

## **Data Security:**

**New Addition:** A new clause specifically prohibits the use of the ISCN

membership mailing list for **personal, political, or commercial gain**. Any member or board official who leaks the list for non-ISCN business faces immediate "For Cause" removal.

## **11. Financial "Micro-Rules"**

### **Check Signing Authority:**

**Original:** Typically, the President and Treasurer.

**New Change:** Any check over a specific threshold (e.g., \$5,000—check

Article 11 for the specific updated amount) now requires **three signatures** (President, Treasurer, and a designated BOT member) instead of two.

### **Petty Cash:**

**New Addition:** Explicit language limiting the amount of "Cash on Hand" and requiring digital receipts for all reimbursements to eliminate "loose" paper-only accounting.

## 12. Religious & Ethical Compliance

### The "Zakat" Distinction:

**New Addition:** The final bylaws add a specific sub-section requiring that

**Zakat funds** be kept in a strictly separate bank account from the "General/Sadaqah" funds to ensure Shariah-compliant distribution.

### Conflict of Interest (Annual):

**Original:** Disclosed when a conflict arose.

**New Change:** Every Board member must now sign a **Conflict-of-Interest**

**disclosure statement annually**, regardless of whether a current conflict exists.

## Vacancy Filling (Appendix & Article 10)

### The "Ninth Seat":

**New Addition:** The Appendix clarifies that the new **9th BOD seat** (created by

removing the Youth seat) is to be filled by the BOD using the "vacancy filling" provision, meaning the current board appoints someone to that seat until the next general election.

### BOT Vacancy:

**Original:** BOD could suggest a replacement.

**New Change:** If a BOT seat becomes vacant, the remaining BOT members

nominate a replacement, who must then be **ratified by the BOD**. This ensures mutual agreement between the two boards.

## Language & Formatting

**Grammar & Gender:** The new document is significantly more "polished" in its legal English. It moves away from "He/Him" in several sections to more inclusive "The Member" or "They/Them" phrasing.

**Article Numbering:** Note that because of the BOE dissolution and the addition of the "RAD/Imam" and "Endowment" articles, the numbering of the later Articles (13 through 21) has shifted compared to the original.

## Effective Date (Article 21)

**Original:** Effective immediately upon vote.

**New Change:** Specifically states they are effective **24 hours** after the approval. This 24-hour buffer allows for the official "signing" and transition of records before the new rules legally take hold.