

Board of Trustees Meeting Minutes

February 17, 2021, 6:00 – 8:00p

Audio and Video: <https://masterycharter.zoom.us/j/94648136705>

Audio: 646-876-9923, 94648136705

Roll Call:

MCHS: Bob Victor, Gerry Emery, Davina Dukes; Quorum:3/3

MCS: Suzanne Biemiller, Don Kimelman, Hosea Harvey, Judith Tschirgi, Roy Wade, John Walsh, Kristina Wilkerson; Absent: Sulaiman Rahman, Markida Ross, Quorum: 7/9

Meeting Start at 6:05pm

I.Action Resolutions

- Accept Board Meeting Minutes
R-210217-01a (MCHS)
Resolved, to accept the minutes of the Board meeting of Mastery Charter High School from January 13, 2021 as presented.
- After board discussion 210217-01a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-01b (All Boards, No MCHS)
Resolved, to accept the minutes of the Board meetings of Mastery Charter School Thomas Campus, Mastery Charter School Shoemaker Campus, Mastery Charter School Pickett Campus, Mastery Charter School Mann Elementary, Mastery Charter School Harrity Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Hardy Williams Academy, Mastery Charter School Gratz Campus, Mastery Charter School Clymer Elementary, Mastery Charter School Cleveland Elementary, Mastery Charter School Pastorius-Richardson Elementary, Frederick Douglass Mastery Charter School, Mastery Charter School John Wister Elementary, and Mastery Prep Elementary Charter School from January 13, 2021 as presented.
- After board discussion R-210217-01b was adopted. Motion to approve R-210217-01b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.
- Hiring, Separation, Transfer Approvals
R-210217-02a (MCHS)
Resolved, to ratify Mastery Charter High School staff hired between January 2, 2021 and February 5, 2021 as presented.
- After board discussion 210217-02a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-02b (All Boards, No MCHS)
Resolved, to ratify Mastery Charter Schools staff hired between January 2, 2021 and February 5, 2021 as presented.

- After board discussion R-210217-01b was adopted. Motion to approve R-210217-02b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.
- R-210217-03a (MCHS)
Resolved, to ratify separations from Mastery High School between January 2, 2021 and February 5, 2021 as presented.
- After board discussion 210217-03a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-03b (All Boards, No MCHS)
Resolved, to ratify separations from Mastery Charter Schools between January 2, 2021 and February 5, 2021 as presented.
- After board discussion R-210217-01b was adopted. Motion to approve R-210217-03b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.
- R-210217-04a (MCHS)
Resolved, to ratify transfers to/from Mastery Charter High School between January 2, 2021 and February 5, 2021 as presented.
- After board discussion 210217-04a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-04b (All Boards, No MCHS)
Resolved, to ratify transfers within Mastery Charter Schools between January 2, 2021 and February 5, 2021 as presented.
- After board discussion R-210217-01b was adopted. Motion to approve R-210217-04b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.
- R-210217-05 (MCHS)
Resolved, to approve a contract with Reliance Standard for Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA) administration, and associated ancillary coverages (Life and AD&D, Short Term Disability and Long Term Disability) for a projected annual cost of approximately \$642,000.
- After board discussion 210217-05 was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.

Additional Discussion:

- *Board discussed the contract, and management expressed it had been thoroughly vetted.*
- Human Resources
- R-210217-07a (MCHS)
Resolved, to allow a temporary exception to our Prorated Summer Pay policy for full-time 10.5 Month Employees as presented.
- After board discussion 210217-07a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-07b (All Boards, No MCHS)

Resolved, to allow a temporary exception to our Prorated Summer Pay policy for full-time 10.5 Month Employees as presented.

- After board discussion R-210217-07b was adopted. Motion to approve R-210217-01b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.
- R-210217-08a (MCHS)
Resolved, to grant a temporary sick leave for staff who test positive for COVID-19 or must quarantine because of their own exposure as presented.
- After board discussion 210217-08a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-08b (All Boards, No MCHS)
Resolved, to grant a temporary sick leave for staff who test positive for COVID-19 or must quarantine because of their own exposure as presented.
- After board discussion R-210217-08b was adopted. Motion to approve R-210217-01b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.

II. Finance Report (Yonca Agatan)

CFO Presented Finance Report, sharing that expenses are tracking lower than planned driven by the pandemic. Spending will begin picking up as we ramp up for opening and we will be leveraging savings from first half of the year. Revenues are right on track with budget.

Majority of the HVAC work completed, with most projects on track with budget.

III. CEO Report (Scott Gordon)

Topics

- Updates
- Student Progress
- Reopening Updates
- SY22 Planning
- HB 703

R-210217-06a (MCHS)

Resolved, starting with school year 2021-22, the salary determinations for all AP roles shall be based on one AP salary scale.

- After board discussion 210217-06a was adopted: Gerry Emery; Second: Dee Dukes; Motion passes with unanimous approval.
- R-210217-06b (All Boards, No MCHS)
Resolved, starting with school year 2021-22, the salary determinations for all AP roles shall be based on one AP salary scale.
- After board discussion R-210217-06b was adopted. Motion to approve R-210217-01b: Kristina Wilkerson; Second: Hosea Harvey; Motion passes with unanimous approval.

Additional Discussion

- *Presentations on attendance, engagement and RP2 results. Board members requested that management measure engagement and continue to give updates throughout the year.*
- *CEO shared that the first round of staff testing has begun with over 1,100 tests administered with a very low positivity rate. Vaccine scheduling has begun. HVAC/Ventilation work will be completed and each school has completed a 47 point operational readiness checklist evaluation. COVID rates are declining.*
- *CEO asked board to approve an adjustment to the Assistant Principal salary scale and create a standard salary scale for all Assistant Principals —this is in order to recognize the tremendous work the Assistant Principals of Operations have done, before and during the pandemic. (R-210217-06a,b)*
- *Next challenge will be the simultaneous teaching model.*

IV. End

1. No Public Comment
2. Boards Adjourned at 7:59pm
3. Future Meeting Topics: Graduate Profile, Student Suspension Data Review