

Board of Trustees Meeting Minutes

May 19, 2021, 6:00 – 8:00p

Audio and Video: <https://masterycharter.zoom.us/j/95825188158>

Audio: 646-876-9923, 95825188158

Roll Call:

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

MCS: Suzanne Biemiller (joined at 6:27pm), Kristina Wilkerson, Markida Ross, Sulaiman Rahman, Hosea Harvey, Roy Wade (joined at 6:35pm), John Walsh, Don Kimelman; Absent: Judith Tschirgi; Quorum: 8/9

Meeting Start at: 6:02pm

I. Action Resolutions

- Accept Board Meeting Minutes
R-210519-01a (MCHS)
Resolved, to accept the minutes of the Board meeting of Mastery Charter High School from April 21, 2021 as presented.
- After board discussion R-210519-01a was adopted: Motion to approve R-210519-01a: Dee Dukes; Second: Gerry Emery; Motion passes with unanimous approval.
- *R-210519-01b (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 April 21, 2021 as presented.
- After board discussion R-210519-01b was adopted: Motion to approve R-210519-01b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.

- Accept Board Meeting Schedule
- *R-210519-2a (MCHS)*
Resolved, to approve the proposed calendar for the Board of Trustees meetings for 2020-2021 as presented.
- After board discussion R-210519-02a was adopted: Motion to approve R-210519-02a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-2b (All Boards, No MCHS)*
Resolved, to approve the proposed calendar for the Board of Trustees meetings for 2020-2021 as presented.
- After board discussion R-210519-02b was adopted: Motion to approve R-210519-02b: Sulaiman Rahman; Second: Markida Ross; Motion passes with unanimous approval.

- Hiring, Separation, Transfer Approvals
- *R-210519-03a (MCHS)*
Resolved, to ratify Mastery Charter High School staff hired between April 10, 2021 and May 7, 2021, as presented.

- After board discussion R-210519-03a was adopted: Motion to approve R-210519-03a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-03b (All Boards, No MCHS)*
Resolved, to ratify Mastery Charter Schools staff hired between April 10, 2021 and May 7, 2021, as presented.
- After board discussion R-210519-03b was adopted: Motion to approve R-210519-03b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.
- *R-210519-04a (MCHS)*
Resolved, to ratify separations from Mastery Charter High School between April 10, 2021 and May 7, 2021 as presented.
- After board discussion R-210519-04a was adopted: Motion to approve R-210519-04a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-04b (All Boards, No MCHS)*
Resolved, to ratify separations from Mastery Charter Schools between April 10, 2021 and May 7, 2021 as presented.
- After board discussion R-210519-04b was adopted: Motion to approve R-210519-04b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.
- *R-210519-05 (All Boards, No MCHS)*
Resolved, to ratify transfers within Mastery Charter Schools between April 10, 2021 and May 7, 2021 as presented.
- After board discussion R-210519-05 was adopted: Motion to approve R-210519-05: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.

II. Human Resources (Charity Hughes)

- *R-210519-07a (MCHS)*
Resolved, that the proposed teacher retention incentive strategy is approved, total cost up to \$3.5 million over 2 years, capped at \$8 thousand per teacher.
- After board discussion R-210519-07a was adopted: Motion to approve R-210519-07a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-07b (All Boards, No MCHS)*
Resolved, that the proposed teacher retention incentive strategy is approved, total cost up to \$3.5 million over 2 years, capped at \$8 thousand per teacher.
- After board discussion R-210519-07b was adopted: Motion to approve R-210519-07b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.

Additional Discussion:

- Chief Talent Officer (CTO) presented overview of teacher retention strategy & results (significant improvement from the past)
- CTO presented commonly reported challenges to teacher retention.
- Because long-term staff retention is key to our ongoing *Continuous Improvement* and meeting our mission goals & a competitive compensation package is critical to our employee value proposition, CTO presented a teacher retention incentive strategy for approval.
- CTO will present results from teacher insight survey in future meeting.
- Board encouraged Chief Talent Officer to think about long term implications of incentive program and to come back with a proposal for other staff members.

III. Finance Report (Yonca Agatan)

Additional Discussion:

- Chief Financial Officer (CFO) presented enrollment summary (tracking well compared to budget targets)
- CFO presented school financials (forecasted vs. actual)
 - Schools leveraging savings to support instruction & students

IV.CEO Report (Scott Gordon)

Additional Discussion:

- All schools & grades are offering in-person. Schools are planning to open 5 days/week next year, with an exception policy (to be discussed at next board meeting)
- CEO presented RP3 results.
- CEO gave an update on the capital plan. Goals:
 - Meet ASHRAE fresh air circulation standards
 - Major maintenance issues addressed
 - Energy-savings considered

V.Compliance (Michael Patron)

- *R-210519-08a (MCHS)*
Resolved, to adopt the Mastery Students Experiencing Homelessness Policy as presented.
- After board discussion R-210519-08a was adopted: Motion to approve R-210519-08a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-08b (All Boards, No MCHS)*
Resolved, to adopt the Mastery Students Experiencing Homelessness Policy as presented.
- After board discussion R-210519-08b was adopted: Motion to approve R-210519-08b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.
- *R-210519-09a (MCHS)*
Resolved, to approve the Flexible Instructional Day plan for submission to the Pennsylvania Department of Education.
- After board discussion R-210519-09a was adopted: Motion to approve R-210519-09a: Gerry Emery; Second: Davina Dukes; Motion passes with unanimous approval.
- *R-210519-09b (All Boards, No MCHS)*
Resolved, to approve the Flexible Instructional Day plan for submission to the Pennsylvania Department of Education.
- After board discussion R-210519-09b was adopted: Motion to approve R-210519-09b: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.
- *R-210519-10 (Pickett and Cleveland Board)*
Resolved, to submit to the School District of Philadelphia's Charter School Office letters of intent to renew the charters for Pickett and Cleveland during the 2021-22 school year.
- After board discussion R-210519-10 was adopted: Motion to approve R-210519-10: Kristina Wilkerson; Second: Markida Ross; Motion passes with unanimous approval.

Additional Discussion:

- Board requested a short description of how the homelessness policy is working in a future meeting.

VI.End

1. No public comment
2. Boards adjourned at 7:57pm