



Mastery Charter Schools

**Mastery Charter High School
Board of Trustees Meeting**

**Mastery Charter School Thomas Campus
Board of Trustees Meeting**

**Mastery Charter School Shoemaker Campus
Board of Trustees Meeting**

**Mastery Charter School Pickett Campus
Board of Trustees Meeting**

**Mastery Charter School Harrity Elementary
Board of Trustees Meeting**

**Mastery Charter School Mann Elementary
Board of Trustees Meeting**

**Mastery Charter School Smedley Elementary
Board of Trustees Meeting**

**Mastery Charter School Clymer Elementary
Board of Trustees Meeting**

**Mastery Charter School Gratz Campus
Board of Trustees Meeting**

**Mastery Charter School Hardy Williams Academy
Board of Trustees Meeting**

**Mastery Charter School Cleveland Elementary
Board of Trustees Meeting**

**Mastery Charter School Pastorius-Richardson Elementary
Board of Trustees Meeting**

**Frederick Douglass Mastery Charter School
Board of Trustees Meeting**

**Mastery Charter School John Wister Elementary
Board of Trustees Meeting**

**Mastery Prep Elementary Charter School
Board of Trustees Meeting**



BOARD OF TRUSTEES MEETING AGENDA
September 22, 2021
6:00 – 8:00p
Meeting Held Virtually Using Zoom

I. Roll Call:

MCHS: Michael Haugen, Bob Victor, Dee Dukes; Quorum: 3/3
MCS: Kristina Wilkerson, John Walsh, Gerry Emery, Don Kimelman, Judy Tschirgi, Roy Wade (joined 6:05), Markida Ross (joined 6:15), Hosea Harvey;
Absent: Suzanne Biemiller, Sulaiman Rahman; Quorum: 8/10

Meeting start at 6:05pm

II. Action Resolutions 10 minutes

- **Accept Board Meeting Minutes**
R-210922-1a (MCHS)
Resolved, to accept the minutes of the Board meeting of Mastery Charter High School from August 18, 2021, as presented.
- After board discussion 210922-1a was adopted: Motion to approve 210922-1a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-1b (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 August 18, 2021, as presented.
- After board discussion 210922-1b was adopted: Motion to approve 210922-1b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.
- **Hiring, Separation, Transfer Approvals**
R-210922-2a (MCHS)
Resolved, to ratify Mastery Charter High School staff hired between August 7, 2021 and September 10, 2021, as presented.
- After board discussion 210922-2a was adopted: Motion to approve 210922-2a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.



R-210922-2b (All Boards, No MCHS)

Resolved, to ratify Mastery Charter Schools staff hired between August 7, 2021 and September 10, 2021, as presented.

- After board discussion 210922-2b was adopted: Motion to approve 210922-2b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

R-210922-3a (MCHS)

Resolved, to ratify separations from Mastery Charter High School between August 7, 2021 and September 10, 2021 as presented.

- After board discussion 210922-3a was adopted: Motion to approve 210922-3a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-3b (All Boards, No MCHS)

Resolved, to ratify separations from Mastery Charter Schools between August 7, 2021 and September 10, 2021 as presented.

- After board discussion 210922-3b was adopted: Motion to approve 210922-3b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

R-210922-4a (MCHS)

Resolved, to ratify transfers within Mastery Charter High School between August 7, 2021 and September 10, 2021 as presented.

- After board discussion 210922-4a was adopted: Motion to approve 210922-4a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-4b (All Boards, No MCHS)

Resolved, to ratify transfers within Mastery Charter Schools between August 7, 2021 and September 10, 2021 as presented.

- After board discussion 210922-4b was adopted: Motion to approve 210922-4b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

III. Finance (Yonca Agatan)

30 minutes

R-210922-5a (MCHS)

Resolved, to approve the reserve strategy as presented and preliminary fund balance designations below (aligned with the reserve strategy) for Mastery Charter High School – Lenfest Campus.



Mastery Charter Schools

LEA	PRELIM FUND BALANCE DESIGNATIONS AS OF 6.30.2021			
	Nonspendable - Prepaid Expenses and Deposits	Committed - Future Budget Deficits	Committed - Facilities Reserve	TOTAL FUND BALANCE
Lenfest	\$291,000	\$976,000	\$1,500,000	\$2,767,000

- After board discussion 210922-5a was adopted: Motion to approve 210922-5a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-5b (All Boards, No MCHS)

Resolved, to approve the reserve and preliminary fund balance designations as presented for Mastery Charter School Thomas Campus (including Thomas Elementary), Mastery Charter School Shoemaker Campus, Mastery Charter School Pickett Campus, Mastery Charter School John Wister Elementary, Mastery Charter School Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter School Harrity Elementary, Mastery Charter School Mann Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Hardy Williams Academy, Mastery Charter School Clymer Elementary, Mastery Charter School Cleveland Elementary, Mastery Charter School Pastorius-Richardson Elementary, and Frederick Douglass Mastery Charter School.

LEA	PRELIM FUND BALANCE DESIGNATIONS AS OF 6.30.2021			
	Nonspendable - Prepaid Expenses and Deposits	Committed - Future Budget Deficits	Committed - Facilities Reserve	TOTAL FUND BALANCE
Thomas El & HS	\$517,000	\$2,068,000	\$5,700,000	\$8,285,000
Shoemaker	\$203,000	\$2,225,000	\$2,750,000	\$5,178,000
Pickett	\$355,000	\$1,753,000	\$3,800,000	\$5,908,000
Wister	\$64,000	\$1,474,000	\$1,000,000	\$2,538,000
Gratz	\$485,000	\$2,381,000	\$3,700,000	\$6,566,000
Prep Elementary	\$105,000	\$1,497,000	\$0	\$1,602,000
Harrity	\$181,000	\$1,448,000	\$2,000,000	\$3,629,000
Mann	\$271,000	\$783,000	\$2,600,000	\$3,654,000
Smedley	\$646,000	\$858,000	\$1,800,000	\$3,304,000
Hardy Williams	\$381,000	\$2,191,000	\$5,500,000	\$8,072,000
Clymer	\$73,000	\$1,569,000	\$0	\$1,642,000
Cleveland	\$114,000	\$1,371,000	\$1,700,000	\$3,185,000
Pastorius	\$76,000	\$854,000	\$1,800,000	\$2,730,000
Douglass	\$194,000	\$1,658,000	\$2,000,000	\$3,852,000



- After board discussion 210922-5b was adopted: Motion to approve 210922-5b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

R-210922-6a (MCHS)

Resolved, to approve the revised FY22 budget for Mastery Charter High School.

- After board discussion 210922-6a was adopted: Motion to approve 210922-6a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-6b (All Boards, No MCHS)

Resolved, to approve the revised FY22 budgets for Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery Charter School.

- After board discussion 210922-6b was adopted: Motion to approve 210922-6b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.
- Additional Discussion in regards to:
 - Impact of inflation and how the price fluctuations are factored into our budget, especially for food service costs.
 - Long-term planning for how to attract talent. Management reported:
 - Revisiting salary scales for next year
 - Expanding the Teacher Residency programs; started partnering with Relay 5 years ago to train and develop new teachers; goal to hire more POC and male teachers; 40-45 teacher residents hired each year through this program; plans in place to double the capacity next year with a second partnership.
 - Charity Hughes, CTO, to bring the compensation and residency program proposals to the Board in a future meeting

IV.CEO Report (Scott Gordon)

50 minutes

- School Updates
- Gun violence
 - Additional Discussion/Board Question:
 - Are you aware of any other programs like this that are starting up? Response – No, we are replicating programs that have been done before based out of a community non-profit context in other cities like Chicago, but never at a school district level.



We are also coordinating strategies with the District Attorney and city officials. Parent meeting went well and they are ready to go and advocate for gun violence prevention actions to be taken.

- Enrollment
- Transportation (board discussion)
- Health & Safety
- Staff Vaccination Policy (board discussion)
- SY22 Mission Metrics (board discussion)
- Capital Plan Update
- Charter Agreements

R-210922-7a (MCHS)

Resolved, to approve use of Transportation Assistance for temporary, emergency support for families of special education students unassigned to appropriate transportation.

- After board discussion 210922-7a was adopted: Motion to approve 210922-7a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210820-7b (All Boards, No MCHS)

Resolved, to approve use of Transportation Assistance for temporary, emergency support for families of special education students unassigned to appropriate transportation.

- After board discussion 210922-7b was adopted: Motion to approve 210922-7b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

R-210922-8a (MCHS)

Resolved, to adopt the Staff Vaccination Policy as presented.

- After board discussion 210922-8a was adopted: Motion to approve 210922-8a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-8b (All Boards, No MCHS)

Resolved, to adopt the Staff Vaccination Policy as presented.

- After board discussion 210922-8b was adopted: Motion to approve 210922-8b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

- Additional Discussion/Board Questions
 - The Board asked clarifying questions about the Staff Vaccination Policy around issues of staff reporting vaccination status, responsibility



for staff testing, medical and religious exemptions, what data will be shared publicly, and how the policy applies to contractors.

R-210922-9a (MCHS)

Resolved, to adopt the Mission Metrics for school year 2022 as presented.

- After board discussion 210922-9a was adopted: Motion to approve 210922-9a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-9b (All Boards, No MCHS)

Resolved, to adopt the Mission Metrics for school year 2022 as presented.

- After board discussion 210922-9b was adopted: Motion to approve 210922-9b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

V. Compliance (Michael Patron)

5 minutes

- Schoolwide Plans

Background – All Mastery schools are required to submit Title I Schoolwide Plans to PDE annually by September 30. These plans require the use of a standard template to meet the compliance requirement. Mastery has a robust annual planning process which is not necessarily captured in these documents. Attached are the plans for Lenfest and Thomas campuses; the other 13 schools' plans are nearly identical and are available for review upon request. Note that Board members are routinely listed as members of the steering committee filling the mandated roles of business partner, community partner, and parent.

R-210922-10a (MCHS)

Resolved, to approve the 2021-22 Title I Schoolwide Plan for Master Charter High School as submitted.

- After board discussion 210922-10a was adopted: Motion to approve 210922-10a: Michael Haugen; Second: Dee Dukes; Motion passes with unanimous approval.

R-210922-10b (All Boards, No MCHS)

Resolved, to approve the 2021-22 Title I Schoolwide Plans for Mastery Charter Schools as submitted.

- After board discussion 210922-10b was adopted: Motion to approve 210922-10b: Kristina Wilkerson; Second: John Walsh; Motion passes with unanimous approval.

VI. End

6 minutes

1. Public Comment (3 minutes per public comment)
 - Shereda Cromwell (parent, former Board member)
(1) Spoke on: Frustration with transportation for her children that go to Gratz.
 - YvesMarie Desir from AFAHO (African Family Health Organization)



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- (1) Spoke on: AFAHO which recently opened across the street from Mastery. They serve the African and Caribbean community providing services not available to them.
- 2.** Adjourn All Boards at 6:58pm