



*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

October 20, 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, Gerry Emery, Don Kimelman, Judy Tschirgi, Suzanne Biemiller, Markida Ross, Hosea Harvey, Sulaiman Rahman (joined 6:06), Roy Wade (joined 6:57)

**Absent:** John Walsh; Quorum: 9/10

Meeting start at 6:04pm

### II. Action Resolutions

**10 minutes**

- **Accept Board Meeting Minutes**

- ***R-211020-1a (MCHS)***

- ***Resolved***, to accept the minutes of the Board meeting of Mastery Charter High School from September 22, 2021 as presented.

- After board discussion 211020-1a was adopted: Motion to approve 211020-1a: Dee Dukes; Second: Michael Haugen; Motion passes with unanimous approval.

- ***R-211020-1b (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 September 22, 2021 as presented.

- After board discussion 211020-1b was adopted: Motion to approve 211020-1b: Judy Tschirgi; Second: Don Kimelman; Motion passes with unanimous approval.

- **Hiring, Separation, Transfer Approvals**

- ***R-211020-2a (MCHS)***

- ***Resolved***, to ratify Mastery Charter High School staff hired between September 11, 2021 and October 8, 2021, as presented.

- After board discussion 211020-2a was adopted: Motion to approve 211020-2a: Dee Dukes; Second: Michael Haugen; Motion passes with unanimous approval.



**R-211020-2b (All Boards, No MCHS)**

**Resolved**, to ratify Mastery Charter Schools staff hired between September 11, 2021 and October 8, 2021, as presented.

- After board discussion 211020-2b was adopted: Motion to approve 211020-2b: Judy Tschirgi; Second: Don Kimelman; Motion passes with unanimous approval.

**R-211020-3a (MCHS)**

**Resolved**, to ratify separations from Mastery Charter High School between September 11, 2021 and October 8, 2021 as presented.

- After board discussion 211020-3a was adopted: Motion to approve 211020-3a: Dee Dukes; Second: Michael Haugen; Motion passes with unanimous approval.

**R-211020-3b (All Boards, No MCHS)**

**Resolved**, to ratify separations from Mastery Charter Schools between September 11, 2021 and October 8, 2021 as presented.

- After board discussion 211020-3b was adopted: Motion to approve 211020-3b: Judy Tschirgi; Second: Don Kimelman; Motion passes with unanimous approval.

**R-211020-4 (All Boards, No MCHS)**

**Resolved**, to ratify transfers within Mastery Charter Schools between September 11, 2021 and October 8, 2021 as presented.

- After board discussion 211020-4 was adopted: Motion to approve 211020-4: Judy Tschirgi; Second: Don Kimelman; Motion passes with unanimous approval.

**III. CEO Report (Scott Gordon)**

**80 minutes**

- School Updates (board discussion)
- Staff Shortages
  - Additional discussion:
    - The CEO presented the scope of a serious long-term challenge finding and retaining qualified staff in the current environment. He also described multiple causes of stress on current staff. He shared one change that has already been implemented to allow staff to roll over PTO days instead of using them before they expire. He also shared other strategies which are being considered to address these complex challenges. The Board agreed that these challenges are significant and expressed support and concern for Mastery staff. They requested that the CEO continue to keep them updated on this evolving situation.
- Student Achievement Updates – MAP Results (board discussion)
- NST Updates
- Health and Safety
- Strategy Planning



- Capital Plan Updates
- Charter Agreements (board discussion)
  - Additional discussion:
    - The CEO reported on changes to proposed charter agreement language that are unacceptable to Mastery and could potentially impact our ability to operate. The Board expressed support for continuing to negotiate with the District and not to sign the charters in their current form.
- Gun Violence

**IV. Compliance (Michael Patron) **10 minutes****  
Comprehensive Plans

Background – Every three years all Mastery schools are required to submit Comprehensive Plans to PDE. This year, plans are due for Mastery Charter Schools Harrity, Mann, Smedley, Gratz, and Clymer. Mastery routinely engages in genuine, relevant, and rigorous self-study at the School, NST, and Board level so the creation of these report were simply compliance with a mandate and did not supplant our processes. Attached are the plans for Harrity Elementary; the other four 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-211020-5 (All Boards, No MCHS)***

**Resolved**, to approve the 2021-22 Comprehensive Plans for Mastery Charter Gratz Campus, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, and Mastery Charter Clymer Elementary as drafted and posted on the Mastery website.

- After board discussion 211020-5 was adopted: Motion to approve 211020-5: Judy Tschirgi; Second: Don Kimelman; Motion passes with unanimous approval.

**V. End **10 minutes****

1. Public Comment (3 minutes per public comment)
2. Adjourn All Boards at 6:56pm