Adequate notice of the meeting has been provided on June 23rd, 2022 to the Courier Post, the South Jersey Inquirer, and the Camden City Clerk and posted on the Mastery website and on the front door of Mastery Schools of Camden.

Agenda:

I. Roll Call

Present: Jim Sheward, Reuel Robinson, Judith Tschirgi
Absent: James Reynolds
Quorum: 3/4

Meeting started 6:09pm

II. Action Resolutions

- Accept Board Meeting Minutes

  R-220928-1

  Resolved, to accept the minutes of the Board meeting of Mastery Schools of Camden from August 31, 2022, as presented.

  - After board discussion R-220928-1 was adopted:
    Motion to approve R-220928-1: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

- Hiring, Job Changes & Other Earnings

  R-220928-2

  Resolved, to ratify Mastery Schools of Camden staff hired between July 16, 2022 and August 19, 2022, as presented.

  - After board discussion R-220928-2 was adopted:
    Motion to approve R-220928-2: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

  R-220928-3

  Resolved, to ratify job changes from Mastery Schools of Camden between July 16, 2022 and August 19, 2022, as presented.

  - After board discussion R-220928-3 was adopted:
    Motion to approve R-220928-3: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

  R-220928-4
Resolved, to ratify the $304,694 of “other earnings” compensation paid during August 2022 for Mastery Schools of Camden staff, as presented.
  o After board discussion R-220928-4 was adopted:
    Motion to approve R-220928-4: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

III. Finance (Yonca Agatan and Dan Bell)
Presentation of Capital Plan Strategy (Matt Troha)

*Note: Board gave approval for COO, Matt Troha, to pursue the capital plan as proposed.

R-220928-5
Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of $636,224 for August 5, 2022, including $8,424 of retention incentives, and $1,212,375 for August 19, 2022, including $8,436 of retention incentives.

As a reminder, our payroll process shifted to align with the NJ state pension program requirements. Our 10.5-month full-time staff are now paid over 23 periods instead of 26. As such, 10.5-month full-time staff received no payment in the August 5th payroll (unless they were being paid for summer school), and started getting paid with the August 19th payroll.
  o After board discussion R-220928-5 was adopted:
    Motion to approve R-220928-5: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

R-220928-6
Resolved, to approve payment of $5,094,854 for operating expenses as detailed in the invoices listings.
  o After board discussion R-220928-6 was adopted:
    Motion to approve R-220928-6: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

R-220928-7
Resolved, to ratify execution of the contracts for services to Mastery Schools of Camden as presented below:
Motion to approve R-220928-7: Reuel Robinson
Second: Jim Sheward
Motion passes with unanimous approval.

**R-220928-8**

*Resolved*, to approve the proposed FY22 Budget – Final Revision 9.28 for Mastery Schools of Camden, as presented.

- After board discussion R-220928-8 was adopted:
  Motion to approve R-220928-8: Reuel Robinson
  Second: Jim Sheward
  Motion passes with unanimous approval.

### Contractor / Service Provider Description of Services Term of Contract Contract Amount

<table>
<thead>
<tr>
<th>Contractor / Service Provider</th>
<th>Description of Services</th>
<th>Term of Contract</th>
<th>Contract Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACS Consultants. Inc</td>
<td>Paraprofessional and Educational Staffing</td>
<td>8/1/2022-7/31/2023</td>
<td>Homebound General Education Tutor - $52/HR; Substitute General Education Teacher - $48/HR; Substitute Non Certified Teacher (Bachelors Degree - $45/HR)</td>
</tr>
<tr>
<td>Amazing Transformations</td>
<td>MG Behavioral/ABA Services</td>
<td>7/1/2022-6/30/2023</td>
<td>Addendum - 3:1 Clinical Associate - $50/HR</td>
</tr>
<tr>
<td>Delta-T Group</td>
<td>Nursing &amp; Covid-19 Support Services</td>
<td>7/1/2022-6/30/2023</td>
<td>CNA $31/HR; LPN $50/HR; RN $60/HR</td>
</tr>
<tr>
<td>Marvin’s Education Services</td>
<td>Substitute Teacher Staffing Service</td>
<td>7/2/2022-6/30/2023</td>
<td>$45/HR; $6,000 Buyout Per Teacher</td>
</tr>
<tr>
<td>Skanska US Building, Inc.</td>
<td>Molina Renovation - 2nd Phase</td>
<td>8/29/2022- Completion</td>
<td>$2,253,513</td>
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<tr>
<td>Social Responsibility Through Me</td>
<td>Afterschool Programming- Molina</td>
<td>9/19/22-6/30/23</td>
<td>$100,000</td>
</tr>
<tr>
<td>Social Responsibility Through Me</td>
<td>Afterschool Programming- McGraw</td>
<td>9/19/22-6/30/23</td>
<td>$75,000</td>
</tr>
<tr>
<td>Social Work PRN</td>
<td>Social Work Staffing Services</td>
<td>7/1/2022-6/30/2023</td>
<td>BSW $30.75-$37.75/HR $36.75-$43.75/HR $44.75-$50.75/HR $51.75-$62.75/HR</td>
</tr>
<tr>
<td>Specialized Education of NJ, Inc.</td>
<td>Disciplinary Placements</td>
<td>8/1/2022-7/31/2023</td>
<td>$361,464 up to 24 Students; additional students $15,061 each (prorated)</td>
</tr>
<tr>
<td>Specialized Education of NJ, Inc.</td>
<td>KAPS Placements</td>
<td>8/1/2022-7/31/2025</td>
<td>FY23: $957,000 up to 60 Students; additional students $15,950 each (prorated); FY24: $985,710 up to 60 students; additional students $16,428.50 each (prorated); FY25: $1,015,284 up to 60 students; additional students $16,921.40 each (prorated)</td>
</tr>
<tr>
<td>Union County Educational Services Commission</td>
<td>Approved Private School at Lamberts Mill Academy</td>
<td>9/1/2022-6/30/2023</td>
<td>$58,540 ($325.22 Per Diem)</td>
</tr>
</tbody>
</table>
IV. Compliance (Michael Patron)

- Employee Handbook 2022-2023

*R-220928-9*

Resolved, to adopt the revised NJ Employee Handbook for 2022-2023.

Significant policy changes can be found on the pages listed below.

- Page 38: Updated Alcohol and Drug policy to include language on medical marijuana.
- Page 46: Updated Performance Management section to include steps of the Progressive Discipline process.
- Page 51: Increased employee notice of resignation period to 60 days for instructional and Leadership positions.
- Page 64: Additional Compensation – Removed section on instructional minutes and overages.
- Page 70: Updated TAS language; added Professional Responsibilities to Values and Contributions section (including addition of Professional Responsibilities, Appendix 4 on page 90).
- After board discussion R-220928-9 was adopted:
  - Motion to approve R-220928-9: Reuel Robinson
  - Second: Jim Sheward
  - Motion passes with unanimous approval.

- Remote Instruction Plan

Background – NJDOE requires that all schools annually submit and publicly post a plan that provides for the continuity of instruction in the event of a public-health related school closure. Mastery has a robust plan to provide remote instruction during quarantines and similar events. The attached plan is an abridged version of our plan modified to meet NJDOE compliance requirements.

*R-220928-10*

Resolved, to approve the Remote Instruction Plan as presented for submission to NJDOE and posting on the Mastery website.

- After board discussion R-220928-10 was adopted:
  - Motion to approve R-220928-10: Reuel Robinson
  - Second: Jim Sheward
  - Motion passes with unanimous approval.

- HIB Policy Update

Background – New Jersey passed a law requiring all schools to update their HIB policies to require the use of specific forms for the reporting of suspected HIB incidents. Required additional language is highlighted in yellow on pages 2-3 of the attached policy.
Resolved, to adopt the revised HIB Policy, as presented.
  - After board discussion R-220928-11 was adopted:
    Motion to approve R-220928-11: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

V.Long Term Suspension Recommendations (Dr. Saliyah Cruz)

Resolved, to ratify the Long-Term suspension recommended by the Board of Trustees Long Term Suspension Committee at a hearing held Wednesday, September 15, 2022, involving student:


  - After board discussion R-220928-12 was adopted:
    Motion to approve R-220928-12: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

VI.CEO Report (Scott Gordon)

- Strategic Plan 2028 Graduate Profile (Dr. Cruz)

Resolved, to adopt the graduate profile, as presented.
  - After board discussion R-220928-13 was adopted:
    Motion to approve R-220928-13: Reuel Robinson
    Second: Jim Sheward
    Motion passes with unanimous approval.

*Note: Board is recognizing and instructing staff to start planning the process for the graduate profile.

- SY22 School Performance (Jeff Pestrak and Jessica Varevice)

VII.Public Comments

No public comments

VIII.End
• Meeting Ended 6:44pm