



## BOARD OF TRUSTEES MEETING MINUTES

March 22, 2023

6:00 – 6:55 p.m.

Meeting Held Virtually Using Zoom

### I. Roll Call

**MCHS:** Bob Victor, Michael Haugen

**Absent:** Dee Dukes

**Quorum:** 2/3

**MCS:** Suzanne Biemiller, Gerry Emery, Hosea Harvey, Sulaiman Rahman, Kristina Wilkerson, John Walsh, Roy Wade, Don Kimelman, Markida Ross (joined at 6:08)

**Absent:** Judy Tshirgi

**Quorum:** 9/10

**Meeting stated at 6:02 pm**

### II. Action Resolutions

---

- **Accept Board Meeting Minutes**

  - ***R-230322-1a (MCHS)***

  - ***Resolved***, to accept the minutes of the Board meeting of Mastery Charter High School from February 15, 2023 as presented.

- After board discussion 230322-1a was adopted: Motion to approve 230322-1a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

  - ***R-230322-1b (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 February 15, 2023 as presented.

- After board discussion 230322-1b was adopted: Motion to approve 230322-1b: Don Kimelman; Second: Suzanne Biemiller; Motion passes with unanimous approval.

- **Hiring, Separation, Transfer Approvals**

  - ***R-230322-2a (MCHS)***

  - ***Resolved***, to ratify Mastery Charter Schools staff hired between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-2a was adopted: Motion to approve 230322-2a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.



**R-230322-2b (All Boards, No MCHS)**

**Resolved**, to ratify Mastery Charter Schools staff hired between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-2b was adopted: Motion to approve 230322-2b: Don Kimelman; Second: Suzanne Biemiller; Motion passes with unanimous approval.

**R-230322-3a (MCHS)**

**Resolved**, to ratify separations from Mastery Charter Schools between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-3a was adopted: Motion to approve 230322-3a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

**R-230322-3b (All Boards, No MCHS)**

**Resolved**, to ratify separations from Mastery Charter Schools between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-3b was adopted: Motion to approve 230322-3b: Don Kimelman; Second: Suzanne Biemiller; Motion passes with unanimous approval.

**R-230322-4a (MCHS)**

**Resolved**, to ratify transfers within Mastery Charter Schools between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-4a was adopted: Motion to approve 230322-4a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

**R-230322-4b (All Boards, No MCHS)**

**Resolved**, to ratify transfers within Mastery Charter Schools between February 04, 2023 and March 10, 2023, as presented.

- After board discussion 230322-4b was adopted: Motion to approve 230322-4b: Don Kimelman; Second: Suzanne Biemiller; Motion passes with unanimous approval.

**III. SY24 Staff Salaries and SY24 Calendar (Scott Gordon)**

---

**R-230322-5a (MCHS)**

**Resolved**, to accept Mastery Charter Schools staff salaries for SY24.

**Board Discussion Summary**

- Board asked if we believe these changes will have the desired impact in regards to retention and hiring. Management answered this adjustment is to account for the teacher entering Mastery at the entry level to combat the teacher shortage and persons entering the field of education. Another 5% increase at the entry level is anticipated for next year with another incremental change as a result.
- Board asked whenever referring to overall differences are we considering all rewards or just salary. Management answered, salary.
- Board asked has there been an analysis of total rewards. Management answered that we are required by law to have comparable.



- After board discussion 230322-5a was adopted: Motion to approve 230322-5a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

***R-230322-5b (All Boards, No MCHS)***

***Resolved***, to accept Mastery Charter Schools staff salaries for SY24.

**Board Discussion Summary**

- Board asked management incremental is define in regards to salaries. Management answered that the incremental increases have been outlined in the packet.
- Board ask is this being implemented because we anticipate the school district will make an adjustment due to inflation. Management answered, yes. We are comparing to their next year's union salaries which will inflate by 3%.
- After board discussion 230322-5b was adopted: Motion to approve 230322-5b: Don Kimelman; Second: Suzanne Biemiller; Motion passes with unanimous approval.

***R-230322-6a (MCHS)***

***Resolved***, to accept Mastery Charter Schools calendar for SY24.

- After board discussion 230322-6a was adopted: Motion to approve 230322-6a: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

***R-230322-6b (All Boards, No MCHS)***

***Resolved***, to accept Mastery Charter Schools calendar for SY24

- After board discussion 230322-6b was adopted: Motion to approve 230322-6b: Suzanne Biemiller; Second: Markida Ross; Motion passes with abstentions from Don Kimelman, Gerry Emery and Kristina Wilkerson.

**IV. Plan 2028 Update (Jeffrey Pestrak, Jessica Varevice and Saliyah Cruz)**

---

**Summary**

- The message and mission are becoming clearer. With this, we developed the graduate profile. We also developed a promotion strategy as a bridge for all students to meet proficiency standards.

**Board Discussion Summary**

- Board asked will this create resource needs and gaps. Management answered, yes, which is why this plan is in service to the graduate profile promotion strategy. However, we are going to create the work streams, projects and initiatives that we need to attend to ensure that students can be successful.

**V. Public Comments**

---

Margaux Munnelly and Heather Scheg: School Calendar

**VI. Closed Session**

---

To discuss confidential student matters and a confidential personnel matter.



## **VII. Expulsion (Hosea Harvey and Saliyah Cruz)**

---

### ***R-230322-7a (Pickett Board only)***

**Resolved**, to accept the expulsion of S.W. from Mastery Charter School – Pickett Campus as presented in the expulsion hearing packet.

- After board discussion 230322-7a was adopted: Motion to approve 230322-7a: Hosea Harvey; Second: Don Kimelman; Motion passes with unanimous approval.

### ***R-230322-7b (Pastorius Board only)***

**Resolved**, to accept the expulsion of S.S. from Mastery Charter School – Pastorius-Richardson as presented in the expulsion hearing packet.

- After board discussion 230322-7b was adopted: Motion to approve 230322-7b: Hosea Harvey; Second: Suzanne Biemiller; Motion passes with one opposed from Kristina Wilkerson.

## **VIII. Personnel Matter (Yonca Agatan)**

---

### ***R-230322-8 (MCHS)***

**Resolved**, that Mastery Charter High School adopts the recommendation of the Board Compensation Advisory Board regarding Scott Gordon's FY22 bonus, and FY23 salary retroactive to August 1, 2022.

- After board discussion 230322-8 was adopted: Motion to approve 230322-8: Michael Haugen; Second: Bob Victor; Motion passes with unanimous approval.

## **IX. End**

---

- Meeting Ended 7:08 pm