



BOARD OF TRUSTEES MEETING MINUTES

April 24, 2024

6:00 – 7:30

Meeting Held at Mastery Cramer Hill Elementary and Virtually Using Zoom

Adequate notice of the meeting has been provided on June 23rd, 2023, 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.

I. Roll Call

Present: Judy Tschirgi, Jim Sheward, Reuel Robinson and Johana Velez-Millan

Quorum: 4/4

Start: 6:02

II. Action Resolutions

R-240424-1

Resolved, to accept the minutes of the Board meeting of Mastery Schools of Camden from March 20, 2024, as presented.

After board discussion **240424-1** was adopted:

Motion to approve **240424-1** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

III. Hiring, Job Changes & Other Earnings

R-240424-2

Resolved, to ratify staff hired between March 12, 2024, and April 12, 2024, as presented.

After board discussion **240424-2** was adopted:

Motion to approve **240424-2** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

R-240424-3

Resolved, to ratify job changes that occurred between March 12, 2024, and April 12, 2024, as presented.

After board discussion **240424-3** was adopted:

Motion to approve **240424-3** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

R-240424-4

Resolved, to ratify the **\$163,137.03** of “other earnings” compensation paid during March 2024 for Mastery Schools of Camden staff, as presented.

After board discussion **240424-4** was adopted:

Motion to approve **240424-4** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

IV. Finance (Yonca Agatan)

- Finance Report

R-240424-5

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of \$1,315,712, including \$26,481 in retention incentives, for March 1, 2024, \$1,271,719, including \$25,490 in retention incentives, for March 15, 2024, and \$1,192,613 for March 29, 2024.

After board discussion **240424-5** was adopted:

Motion to approve **240424-5** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

R-240424-6

Resolved, to approve payment of \$2,714,713 for operating expenses as detailed in the invoices listing (dated April 24, 2024).

After board discussion **240424-6** was adopted:

Motion to approve **240424-6** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

R-240424-7

Resolved, to ratify execution of contracts with vendors for services to Mastery Schools of Camden as presented below:

After board discussion **240424-7** was adopted:

Motion to approve **240424-7** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

Contractor / Service Provider	Description of Services	Term of Contract	Contract Amount
Neighborhood Collaborative Community Gardens	Gardening Extra-Curricular Program (Grant-funded)	9/6/2023-9/6/2024	\$23,400

R-240424-8

Resolved, to acknowledge that the Board received the FY23 federal tax return for Mastery Schools of Camden.

After board discussion **240424-8** was adopted:

Motion to approve **240424-8** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

R-240424-9

Resolved, to approve the Mastery Schools of Camden staff funded with federal grants during FY24 as detailed in separate attachment.

After board discussion **240424-9** was adopted:

Motion to approve **240424-9** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

V. Compliance (Michael Patron)

R-240424-10

Resolved, to ratify the long-term suspensions recommended by the Board of Trustees Long-Term Suspension Committee at a hearing held in April of 2024, as presented.

After board discussion **240424-10** was adopted:

Motion to approve **240424-10** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

VI. CEO Report (Joel Boyd)

Presenters: Jeff Pestrak, Dr. Saliyah Cruz, and Jessica Varevice

- Strategic Plan 2029

R-240424-11

Resolved, to adopt Strategic Plan 2029 as presented.

After board discussion **240424-1** was adopted:

Motion to approve **240424-1** Judy Tschirgi; Second: Jim Sheward; Motion passes with unanimous approval.

Discussion:

- A board member shared concerns about how to successfully keep the bar high for staff. She suggested that the administration create a system or incentive program to hold staff accountable and motivated. The administration assured the Board that between revamping the instructional rubric, a bonus system for teachers, and using the performance management system as tools, Mastery will be able to retain teachers who are motivated and excited about the implementation of the new model.
- Another board member requested that members of the admin team share their personal view of the plan. All members of the admin team shared their opinions in support of the plan and commitment to raising the bar.

VII. Public Comment - No public comment

End - Meeting ended at 6:56pm