



Mastery Schools of Camden

BOARD OF TRUSTEES MEETING AGENDA

October 30, 2024

6:00 – 8:00

*Meeting Held at Mastery Cramer Hill Elementary and Virtually
Using Zoom*

Adequate notice of the meeting has been provided on June 21, 2024 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 Hosea Harvey

Quorum: 4/5

Absent: Johana Velez-Millan

Start: 6:02

II. Action Resolutions

R-241030-1

Resolved, to accept the minutes of the Board meeting of Mastery Schools of Camden from August 28, 2024, as presented.

After board discussion **241030-1** was adopted:

Motion to approve **241030-1** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

III. Hiring, Job Changes & Other Earnings

R-241030-2

Resolved, to ratify Mastery Schools of Camden staff hired between August 17, 2024 and October 20, 2024, as presented.

After board discussion **241030-2** was adopted:

Motion to approve **241030-2** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

Note: There were no Mastery Schools of Camden job changes between August 17, 2024 and October 20, 2024.

R-241030-3

Resolved, to ratify the \$323,232.34 of "other earnings" compensation paid during August and October 2024 for Mastery Schools of Camden staff, as presented.

After board discussion **241030-3** was adopted:
Motion to approve **241030-3** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

IV. Operations (Lola Obadina)

- Enrollment Update

Discussion:

- Judith Tschirgi inquired about competitor performance regarding kindergarten enrollment.
- Omolola Obadina described the enrollment challenges faced by various charter networks, including a charter in Camden that fell short of its kindergarten targets. Despite these difficulties, her team's strong execution allowed them to meet their overall enrollment goals.
- Judith Tschirgi suggested the need for a long-term strategy if demographic issues continue.
- Matt Troha mentioned the complexity of establishing pre-K programs, which need state approval. Instead, he suggested partnering with existing pre-K programs. Despite challenges, Mastery Schools of Camden successfully met its kindergarten enrollment targets, standing out both locally and nationally.
- Judith Tschirgi endorsed the idea of partnering with pre-K programs, seeing this as essential for building a sustainable enrollment pipeline. She also asked whether their enrollment metrics outperform those of their Camden peers, even if kindergarten targets were not fully met.
- Omolola Obadina confirmed that overall Mastery Schools of Camden's enrollment is indeed stronger than that of peer organizations.
- Jim Sheward congratulated the team on their enrollment achievements.

V. Finance (Dan Bell)

R-241030-4

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of:

- \$551,264 for August 2, 2024, including \$5,543 of retention incentives
- \$1,331,530 for August 16, 2024, including \$5,543 of retention incentives,
- \$1,409,175 for August 30, 2024
- \$1,325,775 for September 13, 2024, including \$23,709 of retention incentives
- \$1,386,588 for September 27, 2024, including \$23,709 of retention incentives.

After board discussion **241030-4** was adopted:
Motion to approve **241030-4** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

R-241030-5

Resolved, to ratify, by necessity, the payment of \$2,396,545 of September operating expenses previously approved.

After board discussion **241030-5** was adopted:

Motion to approve **241030-5** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

R-241030-6

Resolved, to approve payment of \$4,618,841 for operating expenses as detailed in the invoices listing dated 10/30/24.

After board discussion **241030-6** was adopted:

Motion to approve **241030-6** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

R-241030-7

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

After board discussion **241030-7** was adopted:

Motion to approve **241030-7** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

Contractor / Service Provider	Description of Services	Term of Contract	Contract Amount
Burn in Mindset	MG Leader Coaching	8/1/2024-Completion	\$3,000
Camden County College	FY25 Gateway Program	8/29/2024-6/30/2025	\$130,000
Hurst Party Palooza	High School Rebound Program Services	7/15/2024-7/31/2024	\$4,900
Lync Transportation	Transportation Services	8/1/2024-6/30/2025	Van Service \$320/Daily; Car Service \$170/Daily; Vehicle Attendant \$125/Daily
Social Responsibility Through Me	EC Afterschool Programming	8/1/2024-5/30/2025	\$50,460
Social Responsibility Through Me	MO Afterschool Programming	8/1/2024-5/30/2025	\$124,000
Social Responsibility Through Me	MG Afterschool Programming	8/1/2024-5/30/2025	\$100,000
Teach LLC	EC Afterschool Tutoring	9/8/2024-6/30/2025	\$18,900
Team Tutor, LLC	NJ Tutoring Services	8/1/2024-7/31/2025	All rates per student unless noted: K-12 Subjects \$70/Hour; Wilson Reading \$85/Hour; Phonics Suite \$85/Hour; Test Prep \$90/Hour; Study Skills \$70/Hour; Small Group in Person (up to 6) \$150/Hour

Discussion:

- Jim Sheward appreciated the audit process, highlighting the value of fresh perspectives due to selection of new auditors. He praised the audit team's expertise in New Jersey and charter schools and followed standard practice by asking Mastery's management to leave the meeting for an executive session with the audit team. The audit team commended Dan and his team for their preparedness and professionalism. Jim concluded with confidence in the new audit firm and the team's quality of work.
- Judith Tschirgi questioned the lower percentage of students with IEPs in New Jersey, especially in Camden, given its poverty levels. She noted this discrepancy, wondering if it affects academic resources and asked if Jeff Pestrak could provide insights.
- Jeff Pestrak acknowledged some differences, like Philadelphia's citywide programs, but said he would need to investigate further to provide a comprehensive response to the Board in a future meeting

VI. Compliance (Michael Patron)

R-241030-8

Resolved, to approve the HIB Self-Assessment conducted by the School Safety Team as presented.

After board discussion **241030-8** was adopted:

Motion to approve **241030-8** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

R-241030-9

Resolved, to accept the HIB Board Report for October as presented.

After board discussion **241030-9** was adopted:

Motion to approve **241030-9** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

R-241030-10

Resolved, to ratify the long-term suspensions recommended by the Board of Trustees Long- Term Suspension Committee for October of 2024, as presented.

After board discussion **241030-10** was adopted:

Motion to approve **241030-10** Reuel Robinson; Second: Judy Tschirgi; passes with unanimous approval.

VII. CEO Report (Joel Boyd)

- Strategic Plan 2029 Year 1 Implementation - Jeff Pestrak

Discussion:

- Jim Sheward questioned the choice to use state averages as benchmarks instead of comparing to high-performing local districts near Camden, arguing that closer benchmarks could enhance community engagement.
- Jeff Pestrak responded that comparisons to nearby districts could fluctuate standards, stressing the need for clear statewide goals.
- Judith Tschirgi emphasized the importance of maintaining high ambitions for high school English benchmarks, even if targets are met early.
- Hosea Harvey pointed out the gap between New Jersey's economic average and Camden's, suggesting that mastering these metrics would showcase the value Mastery brings to lower-income communities.
- Jeff Pestrak agreed, reaffirming the team's commitment to ambitious goals and long-term progress.

VIII. Public Comment – No public comment

IX. Closed Session – To discuss confidential security matter.

X. Ended at 7:04pm