Mastery 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
December 4, 2024
6:00 – 7:00 p.m.
Meeting Held Virtually Via Zoom

I. Roll Call

MCHS: Sulaiman Rahman, Dee Dukes, and Bob Victor (Joined MCHS Board at 6:51 PM see note below.)
Quorum: 3/4
Absent: Michael Haugen

MCS: Judy Tschirgi, Markida Ross, Hosea Harvey, Bob Victor, and Suzanne Biemiller
Absent: Gerry Emery, Shereda Cromwell, and Roy Wade
Quorum: 5/8

Meeting started at 6:02PM

II. Action Resolution

- **Accept Board Meeting Minutes**

R-241204-1a (MCHS only)
Resolved, to accept the minutes of the Board meeting of Mastery Charter High School from November 6, 2024, as presented.
Motion to approve ***R-241204-1a***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

R-241204-1b (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 November 6, 2024 as presented.
Motion to approve ***R-241204-1b***: Hosea Harvey; Second: Suzanne Biemiller;
Motion passes with unanimous approval.

III. Hiring, Separation, Transfer Approvals

R-241204-2a (MCHS only)
Resolved, to ratify staff hired between October 27, 2024, and November 20, 2024, as presented.
Motion to approve ***R-241204-2a***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

R-2401204-2b (All Boards, No MCHS)
Resolved, to ratify staff hired between October 27, 2024, and November 20, 2024, as

presented.
Motion to approve ***R-241204-2b***: Hosea Harvey; Second: Suzanne Biemiller;
Motion passes with unanimous approval.

R-241204-3a (MCHS only)
Resolved, to ratify staff separations between October 27, 2024, and November 20, 2024, as presented.
Motion to approve ***R-241204-3a***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

R-241204-3b (All Boards, No MCHS)
Resolved, to ratify staff separations between October 27, 2024, and November 20, 2024, as presented.
Motion to approve ***R-241204-3b***: Hosea Harvey; Second: Suzanne Biemiller;
Motion passes with unanimous approval.

Note: There were no staff transfers between October 27, 2024, and November 20, 2024.

Note: Bob Victor resigned from All Boards at 6:51 pm and was then appointed to the Board of MCHS.

R-241204-8 (MCHS only)
Resolved, to appoint Bob Victor to the Board of Mastery Charter High School for a term ending June 30, 2026.
Motion to approve ***R-241204-8***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

IV. Talent Update (Serena Amos)

R-241204-4 (MCHS only)
Resolved, to ratify the selection of Lockton Companies as the Broker of Record for Medical and Pharmacy Benefits for Mastery Charter High School.
Motion to approve ***R-241204-4***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

Discussion:
Judith Tschirgi asked how fees were structured and if costs differed from the current broker.
Anthony Buatti clarified that costs would remain the same.
Suzanne Biemiller inquired about Lockton's work on property and liability insurance and asked if their current service with Mastery was exemplary.
Anthony Buatti affirmed Lockton's strong service record and outlined their proactive support during the IT outage.

R-241204-5 (MCHS only)
Resolved, to approve the tier structure for the proposed **Executive Retention and Retirement Pilot Program** as presented.

Further resolved, to set aside up to $350,000 per year from NST Reserves for 3 years to fund the **Executive Retention and Retirement Pilot Program** liability at the end of the 3-year period**.**
Motion to approve ***R-241204-5***: Bob Victor; Second: Sulaiman Rahman;
Motion passes 2-0 with Dee Dukes abstaining.

Note: The Board amended the language of ***R-241204-5*** before the vote from "Executive Retention-Deferred Compensation Plan" to "Executive Retention and Retirement Pilot Program".

Discussion:
Bob Victor suggested renaming the program to "Executive Retention and Retirement Pilot Program." He also asked about sustainability and funding from reserves.
Joel Boyd agreed with the renaming and clarified that the program is a short-term pilot funded through reserves. He explained that results would determine further action.
Suzanne Biemiller raised concerns about optics, given the disparity between executive compensation and the income of families served.
Joel Boyd assured the Board that school-based staff and teacher compensation were prioritized first, with executives reviewed last. He noted efforts to retain talent in a competitive market.
Judith Tschirgi asked for success criteria for the pilot program.
Joel Boyd set a 90% retention target as the benchmark for success.

V. Finance Report (Yonca Agatan)

R-241204-6a (MCHS only)
Resolved, to accept and approve the June 30, 2024 (FY24) audited financials, including the final fund balance designations, for Mastery Charter High School.
Motion to approve ***R-241204-6a***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

R-241204-6b (All Boards, No MCHS)
Resolved*,* to approve the June 30, 2024 (FY24) audited financials, including the final fund balance designations, for Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery Charter School
Motion to approve ***R-241204-6b***: Hosea Harvey; Second: Suzanne Biemiller;
Motion passes with unanimous approval.

VI. Compliance (Michael Patron)

R-241204-7a (MCHS only)

Resolved, that section 3.2 of the bylaws of this corporation are hereby amended as follows:

3.2. **Composition**. The Board of Trustees shall consist of no less than five and no more than seven members including at least one person who is a parent of a student currently enrolled at Mastery Charter High School.

In addition, the Chief Executive Officer shall be an *ex-officio* non-voting member of the board.
Motion to approve ***R-241204-7a***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

R-241204-7b (All Boards, No MCHS)

Resolved, that section 3.2 of the bylaws of this corporation are hereby amended as follows:

3.2. **Composition**. The Board of Trustees shall consist of no less than seven and no more than eleven members including at least one person who is a parent of a student currently enrolled at a Mastery school in Philadelphia.

In addition the Chair of the Board of Trustees of Mastery Charter High School (Mastery Charter School–Lenfest Campus) shall serve as the non-voting, ex officio Chair of the Board and the Chief Executive Officer shall serve as a non-voting *ex-officio* member of the board.
Motion to approve ***R-241204-7b***: Hosea Harvey; Second: Suzanne Biemiller;
Motion passes with unanimous approval.

Discussion:
Judith Tschirgi raised concerns about excluding legal guardians.
Joel Boyd assured the board that custodial guardians would be interpreted as parents when applicable.

R-241204-9 (MCHS only)
Resolved, to appoint Jaime Serrano to the Board of Mastery Charter High School for a term ending June 30, 2026.
Motion to approve ***R-241204-9***: Dee Dukes; Second: Sulaiman Rahman;
Motion passes with unanimous approval.

VII. Public Comments – No public comments.

VIII. Closed Session

- To consult with attorney about pending litigation.

IX. Ended at 7:30PM