



*Mastery Schools of Camden*

## **BOARD OF TRUSTEES MEETING MINUTES**

**November 19, 2025**

**6:00-8:00 p.m.**

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

*Adequate notice of the meeting has been provided on June 25, 2025, 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:** Frank Barnes, Hosea Harvey, Judith Tschirgi, and Johana Velez-Millan

**Meeting Started at 6:00pm**

### **II. Action Resolutions**

#### ***R-251119-1***

**Resolved**, to accept the minutes of the Board meeting of Mastery Schools of Camden from October 29, 2025, as presented. Motion to Approve **251119-1**; Judith Tschirgi; Second: Dr. Frank Barnes; passes with unanimous approval.

### **III. Hiring, Job Changes & Other Earnings**

#### ***R-251119-2***

**Resolved**, to ratify Mastery Schools of Camden staff hired between October 21, 2025 and November 10, 2025. Motion to Approve **251119-2**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

**Note:** There were no Mastery Schools of Camden job changes between October 21, 2025 and November 10, 2025.

#### ***R-251119-3***

**Resolved**, to ratify the **\$40,513.55** of “other earnings” compensation paid between October 21, 2025 and November 10, 2025, for Mastery Schools of Camden staff, as presented. Motion to **Approve 251119-3**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

### **IV. Finance (Dan Bell)**

#### ***R-251119-4***

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

amount of \$1,459,252, including \$22,485 in retention incentives, for October 10, 2025, and \$1,462,481, including \$22,485 in retention incentives, for October 24, 2025. Motion to Approve **251119-4**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

**R-251119-5**

**Resolved**, to approve payment of \$3,561,497 for operating expenses as detailed in the invoices listing dated 11/19/25. Motion to Approve **251119-5**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

**R-251119-6**

**Resolved**, to ratify execution of contracts with vendors for services to Mastery Schools of Camden as presented below: Motion to Approve **251119-6**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

Contractor	Description of Services	Term of Contract	Contract Amount
Holta Tegu	HS Instructional Coaching & Tutoring	8/1/2025-12/31/2025	\$56,133
Jounce Partners	MO Instructional Leadership Coaching	8/1/2025-6/30/2026	\$50,000
Queens Empowerment Academy	CH EC Programming	9/1/2025-6/30/2026	Not to exceed \$10,000
Skanska USA	MG Renovations	10/29/2025-6/30/2026	\$240,157
Social Responsibility Through Me	MO Afterschool Programming	9/2/2025-6/5/2026	\$139,000 for up to 100 students
Specialized Education of NJ, Inc.	Alternative Education Placements	8/1/2025-6/30/2026	\$1,055,898 up to 60 students; additional students \$17,598.30 each (prorated)

**R-251119-7**

**Resolved**, to approve the submission of the Annual Renaissance School Fiscal Questionnaire to NJ Department of Education. Motion to Approve **251119-7**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

**R-251119-8**

**Resolved**, to approve the proposed FY26 Budget – November Revision as presented. Motion to Approve **251119-8**; Judith Tschirgi; Second: Dr. Hosea Harvey; passes with unanimous approval.

**Discussion:**

- Judith Tschirgi highlighted that Mastery’s investment in student transportation is expensive, and asked if it would be better to consider managing our own transportation if it is possible. Dan Bell replied that it would be a large undertaking as there is a capacity gap in having to purchase/ manage a fleet as well as hiring and training personnel. Dan Bell concluded that it is best we leave it to the contractors that know the field better and can accommodate our needs.
- Judith Tschirgi raised the issue of reductions in Federal funds and asked if Mastery is aware of any grants that will be at risk. Dan Bell responded that there are no indications at the moment of any non-competitive federal grants being at risk. In addition, Mastery is well positioned since we have emergency reserves to support any unforeseen cuts.

**V. Compliance (Michael Patron)**

**R-251119-9**

**Resolved**, to accept the HIB Board Report as presented. Motion to Approve **251119-9**; Judy Tschirgi; Second: Dr. Frank Barnes; passes with unanimous approval.

**R-251119-10**

**Resolved**, to ratify the long-term suspensions recommended by the Board of Trustees Long-Term Suspension Committee at a hearing held in November of 2025. Motion to Approve **251119-10**; Judy Tschirgi; Second: Dr. Frank Barnes; passes with unanimous approval.

**VI. CEO Report (Joel Boyd)**

- Data Accountability Advisory Board Update – Peter Lee
- Amplify Curriculum Adoption and Tutoring Updates – Dr. Ashley Balwin
- Plan 2029 Year 2 Update: Instructional Leadership – Jessica Varevice

**Discussion:**

- Peter Lee reported out from the Data Accountability Advisory meeting that took place on October 30, 2025. Dr. Hosea Harvey thanked Peter Lee for always being prepared and providing the members of the advisory group and Board a thorough analysis of the data as it impacts our student successes.
- Dr. Frank Barnes asked what data points we use to determine post-secondary success. Dr. Saliyah Cruz answered that Mastery uses data from Clearing House.
- Dr. Frank Barnes shared that historically when state assessments change, performance has a tendency to go backwards. He asked how we can get ahead of these trends. Dr. Ashley Baldwin affirmed that we will not change our goals and believes we are well positioned to see success.
- Dr. Frank Barnes then asked, “What do you need from us to get to the finish line?” Dr. Joel Boyd informed Dr. Frank Barnes that we will always keep the standards high for our students and will depend on our Board to hold us to the highest standards possible.
- Judith Tschirgi asked if tutoring was available across all grades. Dr. Ashley Baldwin answered that tutoring is offered in all grades K-12 for Math and ELA.
- Dr. Frank Barnes shared that he will be asking the following questions about tutoring:
  - How many students are signed up?
  - What percentage of students signed up vs. how many students are showing up?
  - What is the recommended dosage for each type of tutoring?
  - How many of these students are hitting the target?
  - And how do we measure the success of our investment?
- Dr. Ashley Baldwin affirmed that the questions asked are key to why we are actively tracking our tutoring and that she will report back at a later date.

**VII. Public Comment**

- No Public Comment

**VIII. Ended 7:47pm**