



Mastery Schools of Camden

BOARD OF TRUSTEES MEETING MINUTES

February 25, 2026

6:00-6:30 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 & Video Intro

Present: Frank Barnes, Hosea Harvey, Judith Tschirgi, Johana Velez-Millan

Meeting Started at 6:00pm

II. Action Resolutions

R-260225-1

Resolved, to accept the minutes of the Board meeting of Mastery Schools of Camden from January 28, 2026, as presented. Motion to approve **R-260225-1**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

III. Hiring, Job Changes & Other Earnings

R-260225-2

Resolved, to ratify Mastery Schools of Camden staff hired between January 21, 2026, and February 17, 2026. Motion to approve **R-260225-2**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

Note: There were no Mastery Schools of Camden job changes between January 21, 2026, and February 17, 2026.

R-260225-3

Resolved, to ratify the **\$73,781.47** of “other earnings” compensation paid between January 21, 2026, and February 17, 2026, for Mastery Schools of Camden staff, as presented. Motion to approve **R-260225-3**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

IV. Finance (Dan Bell)

R-260225-4

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of \$1,369,701, including \$21,914 in retention incentives, for January 2, 2026,

\$1,379,811, including \$21,914 in retention incentives, for January 16, 2026, and \$1,389,580 for January 30, 2026. Motion to approve **R-260225-4**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

R-260225-5

Resolved, to approve payment of \$2,951,355 for operating expenses as detailed in the invoices listing dated 2/25/26. Motion to approve **R-260225-5**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

R-260225-6

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

Contractor	Description of Services	Term of Contract	Contract Amount
Holcomb Bus Company	Bus Transportation	7/1/2025-6/30/2026	\$655/Day per Bus

Motion to approve **R-260225-6**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

R-260225-7

Resolved, to authorize the submission of Mastery Schools of Camden’s application for the New Jersey Learning Acceleration Program – High Impact Tutoring Competitive Cohort 3 Grant. Motion to approve **R-260225-7**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

Discussion:

- Judith Tschirgi requested clarification about the high school expenditure for security services.
- Dan Bell informed the Board that we are contracting Extra Duty to provide safety support during dismissal throughout the year.
- Dr. Frank Barnes followed up with a similar question regarding another security services expense for Mastery High School of Camden and requested clarification.
- Dr. Boyd informed the Board that Born to Protect is an organization that provides similar security support but is somewhat different as the individuals that are employed with this organization are from the community and serve as mentors providing conflict resolution using a relationship approach.
- Dr. Frank Barnes requested an explanation about what the figure for payroll represents.
- Dan Bell provided clarification that one figure is the payroll amount and the other is the pension retention incentive.

V. Compliance (Michael Patron)

R-260225-8

Resolved, to accept the HIB Board Report as presented. Motion to approve **R-260225-8**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

R-260225-9

Resolved, to ratify the long-term suspensions recommended by the Board of Trustees Long-Term Suspension Committee at a hearing held in February 2026. Motion to approve **R-260225-9**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

R-260225-10

Resolved, to amend the Board-adopted calendar logic by replacing “If emergency closures result in less than 180 instructional days and the Compliance Department identifies the need for additional days, those days are added to the end of the school year” with “If emergency closures result in less than 180 instructional days and the Compliance Department identifies the need for additional time, the CEO is authorized to add instructional time as needed to comply with regulations”. Motion to approve **R-260225-10**: Frank Barnes, Second: Judith Tschirgi; Motion passes with unanimous approval.

Discussion:

- Judith Tschirgi requested clarification about the number of HIB incidents at Cramer Hill, which seem to be more than usual, and if there are different approaches in place to speak to how these incidents can be reduced.
- Michael Patron informed the Board that, to reduce such incidents, there is training for students during orientation and the NJ mandated Week of Respect in October, and other supports are provided as needed.
- Dr. Boyd highlighted that Mastery is currently assessing our code of conduct and will be piloting a program specifically related to suspensions that will be presented at a future Board meeting for review.
- Dr. Varevice added that she will further investigate to ensure that our code of conduct is being equitably applied as the next step.
- Dr. Barnes asked a question about the length of suspensions and wanted details on the offenses and how Mastery justifies such disciplinary consequences.
- Dr. Boyd requested to take that point under advisement with the team to ensure that Mastery remains in compliance with New Jersey law and the confidentiality of our students.

VI. Public Comment

- No public comment

VII. Ended 6:28