



BOARD OF TRUSTEES MEETING AGENDA

June 17, 2026

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 & Video Intro

MHSC: Hosea Harvey, Frank Barnes, Judith Tschirgi,

Absent: Johana Velez-Millan

Quorum: 3/4

Meeting started: 6:00 p.m.

II. Action Resolutions

R-260617-1

Resolved, to accept the minutes of the Board meeting of Mastery Schools of Camden from May 20, 2026, as presented. Motion to approve ***R-260617-1*** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

III. Hiring, Job Changes & Other Earnings

R-260617-2

Resolved, to ratify the **\$238,104.78** of “other earnings” compensation paid between May 13, 2026, and June 8, 2026, for Mastery Schools of Camden staff, as presented. Motion to approve ***R-260617-2*** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

Note: There were no Mastery Schools of Camden job changes or staff hired between May 13, 2026, and June 8, 2026.

IV. Finance (Dan Bell)

R-260617-3

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of \$1,443,256 for May 8, 2026, including \$44,182 of retention incentives, and

\$1,729,107 for May 22, 2026, including \$21,071 of retention incentives. Motion to approve **R-260617-3** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-4

Resolved, to approve payment of \$4,637,293 for operating expenses as detailed in the invoices listing dated June 17th, 2026. Motion to approve **R-260617-4** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-5

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

Contractor	Description of Services	Term of Contract	Contract Amount
Johnson Controls	HS HVAC Project	Until Completion	\$128,225
Johnston Law Firm	Legal Services	7/1/2026 - 6/30/2027	\$295.00/hr for Principals \$273.00/hr for Associates \$120.00/hr for Paralegal
Learnwell Student Services	Tutoring (Student AT)	5/11/2026-6/12/2026	\$2,165
Nyman Associates	Related Services	8/10/2026-8/10/2027	Behavior Supports - \$32.50-\$102.96/Hr; FBA \$1,102.50 Per Diem; Mental Health Support \$65-\$97.65/Hr; Psych Eval \$1,585.50, Related Service Supports \$32.50-\$91/Hr; Speech Evaluation \$525 Per Diem
Skanska USA Building, Inc	MG Chair Lift and Playground AC Boxes	6/16/2026-9/30/2026	\$193,745
Social Responsibility Through Me	MG Summer Enrichment Programming	6/22/2026-8/14/2026	\$10,000
Social Responsibility Through Me	EC Afterschool Programming	9/7/2026-6/11/2027	\$58,000
Social Work RPN	Social Work Services	4/17/2026-6/30/2027	BSW:\$36-45/Hr; MSW \$43-\$53/Hr; LSW \$54-\$60/Hr; LCSW \$61-\$73/Hr

Motion to approve **R-260617-5** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-6

Resolved, to approve the FY26 Budget- June Revision for Mastery Schools of Camden as presented. Motion to approve **R-260617-6** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-7

Resolved, to approve the FY26 Reserve Balance methodology and designations/ commitments for Mastery Schools of Camden as presented. Motion to approve **R-260617-7** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-8

Resolved, to approve the FY27 Budget for Mastery Schools of Camden as presented. Motion

to approve **R-260617-8** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-9

Resolved, to ratify the reduced fees for technology subscription services with Mastery Charter High School for FY26 with total fees of \$715,000. Motion to approve **R-260617-9** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-10

Resolved, to approve the renewal of technology subscription services with Mastery Charter High School for FY27 with total fees of \$715,000. Motion to approve **R-260617-10** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-11

Resolved, to approve the execution of the following insurance policies for Mastery Schools of Camden effective July 1, 2026:

- **General Liability** / \$1,000,000 per occurrence, \$3,000,000 aggregate (+Excess)
- **Excess Liability** / \$20,000,000
- **Automobile Liability** / \$1,000,000 (+Excess)
- **Workers Compensation** / \$1,000,000 / \$1,000,000 / \$1,000,000 (+Excess)
- **Cyber Liability** / \$1,000,000
- **Educators Legal Liability** (Directors & Officers and Employment Practices) / \$5,000,000
- **Student Accident & Health** / \$100,000 Medical/ \$50,000 from death, dismemberment, paralysis
- **Property** / \$105,089,204 / (includes all Buildings)
- **Crime/Fidelity Bond** (Employee Dishonesty) / \$500,000
- **Fiduciary Liability** / \$2,000,000
- **International Package** / \$1,000,000 per occurrence, \$2,000,000 aggregate (+Excess)
- **Active Assailant** / \$1,000,000 per occurrence, \$1,000,000 aggregate

Motion to approve **R-260617-11** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-12

Resolved, to authorize the submission of Mastery Schools of Camden's IDEA, Title I, Title II, Title III, and Title IV applications for FY27. Motion to approve **R-260617-12** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-13

Resolved, to authorize the Camden City School District to act as the School Food Authority for Mastery Schools of Camden for the 2026-2027 School Year. Motion to approve **R-260617-13** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-14

Resolved, to approve the updated Finance Policy and Procedures manual as presented. Motion to approve **R-260617-14** Frank Barnes, Judith Tschirgi Second. Motion passes with

unanimous approval.

Discussion:

- Judith Tschirgi requested information about E-rate and IDEA grant funding and whether we have seen any changes.
- Dan Bell informed the Board that we are monitoring it closely, and there are no concerns at this moment for either funding stream.
- Judith Tschirgi followed up with an additional question about Mastery's ratio of spending 70% of the budget on instructional expenses and how Mastery compares versus the national average.
- Joel Boyd informed the Board that our ratio is somewhat smaller in comparison to larger districts with more students. He said that we remain conservative and that we monitor how other districts are managing their expenditures.
- Frank Barnes asked about the capital investment amounts for facility improvements reserved at \$600K. He said this was an encouraging amount and was curious about how we established that figure.
- Mr. Bell informed the Board that we increased this number just a few years ago. It used to be \$350K for both capital reserves and maintenance reserves. Especially with the exorbitant increase in prices for boilers and cost to fix things it made the most sense to make this additional investment to secure a safe and beautiful facility for our students to learn in.
- Dr. Barnes asked Ashley Baldwin if the academics team has the resources they need to execute on our big academic strategies, in addition to making sure that we stay competitive in the district and state.
- Dr. Baldwin affirmed that the finance team is intentional and consistently presents budgets that cover the needs of each student.
- Hosea Harvey agreed that working with the finance team really sets Mastery apart from other organizations. He went on to applaud Mr. Bell for strategizing 12 months in advance to catch any financial barriers and work around them with intention.

V. Compliance (Michael Patron)

R-260617-15

Resolved, to make the following annual appointments for the 2026-27 school year.

- Board Secretary – Michael Patron
- Affirmative Action Officer – Michael Patron
- OPRA Custodian of Records – Michael Patron
- School Safety Specialist – Michael Patron
- Gender Equity (Title IX) Officer – Michael Patron
- School Business Officer – Chris Barts
- Pension Certifying Officer –Nicholas Sieg
- Supervisor of the Certifying Officer –Chris Barts
- Anti-Bullying Coordinator – Rana Shariatdoust
- School Physician – Deborah A. Niles, MD, FAAFP
- Integrated Pest Management – Malik Murray

Motion to approve **R-260617-15** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-16

Resolved, to adopt the Board meeting calendar for 2026-27 as presented.

July 29, 2026	Action Agenda - 30 min
August 26, 2026	Action Agenda - 30 min
September 30, 2026	Full Agenda
October 28, 2026	Action Agenda - 45 min
November 18, 2026	Full Agenda
December 16, 2026	Action Agenda - 45 min
January 27, 2027	Action Agenda - 45 min
February 24, 2027	Action Agenda - 45 min
March 17, 2027	Joint Full Day - in person
April 28, 2027	Action Agenda - 45 min
May 26, 2027	Action Agenda - 45 min
June 16, 2027	Full Agenda
*All meetings are Wednesdays@6 except March	

Motion to approve **R-260617-16** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-17

Resolved, to adopt the revised Employee Handbook for SY 2026-27 as presented. Motion to approve **R-260617-17** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-18

Resolved, to adopt the Student Family Handbook for SY 2026-27 as presented. Motion to approve **R-260617-18** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-19

Resolved, to adopt the Emergency Remote Instruction Plan as required by NJDOE as presented. Motion to approve **R-260617-19** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-20

Resolved, to accept the HIB Board Report for June as presented. Motion to approve **R-260617-20** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-21

Resolved, to ratify the long-term suspensions recommended by the Board of Trustees Long-Term Suspension Committee as presented. Motion to approve **R-260617-21** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

R-260617-22

Resolved, to adopt the Artificial Intelligence (AI) Policy as presented, to guide the responsible, ethical, and effective use of generative AI across the organization. Motion to approve ***R-260617-22*** Frank Barnes, Judith Tschirgi Second. Motion passes with unanimous approval.

Discussion:

- Dr. Barnes requested clarification about the role of Affirmative Action Officer.
- Michael Patron informed the Board that the role of the Affirmative Action Officer is to make sure that all of Mastery's equity policies are in order and that everybody has the appropriate protections required by law. Also, he receives any complaints that people might have about the way they are treated and completes an investigation and issues a finding.

VI. CEO Report (Dr. Jessica Varevice)

- NJDOE School Report Card SY25

VII. Public Comment

- No Public Comment

VIII. End

- Adjourn – 8:30 p.m.