

**Mastery Charter School High School (Lenfest Campus)
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**

**Simon Gratz High School Mastery Charter
Board Of Trustees Meeting**

**Hardy Williams Academy Mastery Charter School
Board Of Trustees Meeting**

**Grover Cleveland Mastery Charter School
Board Of Trustees Meeting**

**Francis D. Pastorius Mastery Charter School
Board Of Trustees Meeting**

**Frederick Douglass Mastery Charter School
Board Of Trustees Meeting**

**Mastery Charter School John Wister Campus
Board Of Trustees Meeting**

**Mastery Charter School Gillespie Campus
Board Of Trustees Meeting**

Minutes

**November 15th, 2017
6:00-8:40 pm**

**Held at Thomas Elementary,
814 Bigler Street, Philadelphia, PA 19148**

DISCUSSION 6:10 -7:00pm

- RP 1 Update
 - Management presented the school results from RP1
 - Highlights:
 - RP 1's priority was to raise the bar in terms of classroom behavior expectations and the level of instruction in general
 - RP 1 Goal of 85% of all classrooms meeting Instructional Foundations was not met, but we believe that is a reflection of a higher bar.
 - Our new teacher observation systems enables the NST to view real time all campus leaders' teacher observation feedback and documentation
 - Benchmark data trend is not significantly different from FY17
 - % of students mastering math gateway exams (basic skills) increased dramatically
 - Board members discussed how school leaders review data and where the data is stored.
- New Student Growth Data
 - Management presented the results of the MAP – Measures of Academic Progress – an assessment piloting this year
 - Management emphasized that the data is preliminary and represents a relatively small sample size (2 grades, 400 students)
 - Management presented data and highlighted:
 - 40-55% of our students are in the bottom two deciles compared to their national peers
 - The academic growth of Mastery students who are slightly below, at, and above national average grew at rates at or above their national peers.
 - The academic growth of Mastery students who are in the bottom two deciles compared to their national peers grew at rates below their national peers.
 - Board members discussed how we are meeting the needs of high performing students. Management shared that the current curriculum is rigorous and that the concern is that our curriculum isn't meeting the needs of low-performing students.
 - Management proposed an All Mastery Board meeting in later winter to discuss this data and other mega strategic issues. Board members enthusiastically agreed.
 - Board members asked how special education students are identified. The Thomas Elementary principal explained typically students are assessed after their first year. There is a 60 day evaluation period that uses teacher observations and academic metrics and testing to determine if an IEP is warranted. Board members concluded requesting fuller overview at a future meeting of our special education program and the IEP process.

- Board members discussed the cost of IEP programs. Management explained the reimbursement is approximately an additional \$15,000 per special education students. Our cost varies greatly from \$3,000 for child with a mild speech impairment, to \$80,000 for a medically fragile student or student needing external placement. In general, what we received in special education funding, we spend on special education. However, smaller schools with high special education populations, such as Pastorius, do not cover their special education costs

FORMAL BOARD MEETING 7:00-8:35pm

1. Roll Call

- MCHS board
 - Present: Bob Victor, Robin Olanrewaju, Gerry Emery
- All other Mastery Campus School boards:
 - Present: Don Kimelman, Graham Finney, Judy Tschirgi (by phone) Stacey Sellers, Hosea Harvey, Sulaiman Rahman
 - Absent - Skip Manor

2. Action Resolutions

- **Accept June 14, 2017 Board of Directors Meeting Minutes:**

R-1

Resolved, to accept the revised minutes of the Board meetings of Mastery Charter High School, Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter Mann Elementary, Mastery Charter Harrity Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Mastery Charter, Simon Gratz High School Mastery Charter, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter, Francis D. Pastorius Mastery Charter, Frederick Douglass Mastery Charter, and Mastery Charter John Wister Campus from June 14, 2017.

- **Accept Sept. 27, 2017 Board of Directors Meeting Minutes:**

R-2

Resolved, to accept the minutes of the Board meetings of Mastery Charter High School, Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter Mann Elementary, Mastery Charter Harrity Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Mastery Charter, Simon Gratz High School Mastery Charter, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter, Francis D. Pastorius Mastery Charter, Frederick Douglass Mastery Charter, Mastery Charter John Wister Campus, and Mastery Charter Gillespie Campus from September 27, 2017.

**Motion to accept R-1 &R-2: Graham Finney, Second: Hosea Harvey
MCHS & All School Boards vote: Unanimous**

- **Hiring Approvals**

R-3

Resolved, to approve hiring, terminations, and promotions/campus transfers of staff for all Mastery network schools as presented between September 16, 2017 and October 27, 2017.

**Motion to accept R-3: Don Kimelman, Second: Graham Finney
MCHS & All School Boards vote: Unanimous**

- **Expulsion Approvals**

R-4a & 4b

- **Resolved**, to expel FP from Thomas Campus
- **Resolved**, to expel YM from Thomas Campus

**Motion to accept R-4a Student FP : Hosea Harvey, Second: Don Kimelman
MCHS & All School Boards vote: Unanimous**

**Motion to accept R-4b Student YM : Hosea Harvey, Second: Judy Tschirgi
MCHS & All School Boards vote: Unanimous**

- **Comprehensive Plan**

R-5

Resolved, to approve the Comprehensive Plans for Mastery Charter School Harrity Elementary, Mastery Charter School Mann Elementary, Mastery Charter School Smedley Elementary, Mastery Charter School Clymer Elementary, and Mastery Charter School Simon Gratz Campus as drafted and posted on the Mastery website.

**Motion to accept R-5: Graham Finney, Second: Hosea Harvey
MCHS & All School Boards vote: Unanimous**

3. Finance Committee Report

- Audited FY 17 Financials
 - Management explained that we successfully completed the audit for the last year.
 - Board member Graham Finney stated that the audit was very positive and the process went smoothly. No significant findings with controls. Very complementary. Confident in the financial reporting being filed.

R-6

Resolved, to approve and accept the FY17 audited financials (including the GASB 54 fund balance designations presented below) for Mastery Charter High School, Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary,

Mastery Charter Hardy Williams Academy, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Francis D. Pastorius Mastery Charter School, and Frederick Douglass Mastery Charter School.

**Motion to accept R-6 : Don Kimelman, Second: Graham Finney
MCHS & All School Boards vote: Unanimous**

- September Financials
 - Board reviewed and discussed September's financial statements
 - Management explained there are no issues or concerns at this time

4. Development Report

- Management requested all board members make their annual gift before year end.
- Management explained that EITC has increased the maximum allowable contribution.

5. Executive Committee & CEO Report

- CEO presented the Revised Mastery Growth Proposal
 - Management discussed the changing political environment that likely means Renaissance program will not continue.
 - Mastery's growth plan assumed opening new Renaissance schools in the future. Management also believes the organization should focus on improving program quality, not growth. Therefore, management proposed reducing the number of new school openings from FY19 thru FY23 from 5 down to 2.
 - Board members discussed the political environment and implications of a Mayoral appointed board. Board members also discussed the potential of a City Council role in board member selection. .
 - Management discussed the financial implications of reducing the number of new schools – which will result in a significant NST deficit. The options to close the deficit include a) reducing the size of the NST b) increasing the fee to schools c) opening more schools. Board members asked about the \$16 million TIF grant and management explained that the grant will sunset in FY'21.
- Board agreed to revise the 5 year growth plan to include 2, rather than 5, new schools to be opened between FY19 and FY23.
- The board directed management to develop a financial plan based on the newly revised growth plan.
- CEO presented the New Charter Application
 - We submitted a new charter application: to open a new school with the SDP
 - K-8, 750 students, though the school will likely end up as a K-6, 575 students
 - Though we applied for fall 2019, we would likely defer opening to fall 2020

- Location is at 900 Jefferson Street – former Wakisha Charter School
- Board members discussed the neighborhood and admissions. Management explained the school will be a city-wide admission school with a priority zone in the zip code of the school 19122 and surrounding zip codes of 19121 & 19123.
- Board members suggested we reach out and partner with Temple University.

R-8

Resolved that the Mastery Charter High School (Lenfest Campus) approves the submission of a new charter application and authorizes Scott Gordon to take all necessary and proper steps to successfully complete the application process.

- Board Transition & Nomination – Sulaiman Rahman
 - The Executive Committee introduced Suliaman Rahman and nominated him to be a Board of Trustee
 - Mr. Rahman introduced himself and engaged board members

R-7

Resolved, that the Board of Trustees for Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter Mann Elementary, Mastery Charter Harrity Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Mastery Charter, Simon Gratz High School Mastery Charter, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter, Francis D. Pastorius Mastery Charter, Frederick Douglass Mastery Charter, and Mastery Charter John Wister Campus appoints Sulaiman Rahman to the Board of Trustees

Motion to all boards except MCHS accept R-7: Bob Victor, Second: Hosea Harvey
All School Boards vote: Unanimous

- CEO Compensation
 - Closed session discussion
 - Members discussed CEO compensation and reviewed memo prepared by HR team reviewing superintendent compensation for similar sized school districts in the region.
 - Members concluded that the CEO was currently under the regional norm and recommended his salary be adjusted.

R- 9

Resolved, Adopt the recommendations of the Compensation Committee regarding Mr. Gordon's FY16 Bonus, and base salary increases for FY17 and FY18 per the letters dated October 23, 2017 and November 7, 2017, and

direct Yonca Agatan, CFO, to develop a payment schedule, subject to approval of the Board Chair, for that compensation.

**Motion to accept R-8 and R-9: Bob Victor Second: Hosea Harvey
MCHS & All School Boards vote: Unanimous**

6. Public Comment (3 minutes per public comment)

- Scheduled speaker did not appear. No comments.

7. Adjourn all Boards

**Motion to adjourn: Don Kimelman, Second: Suliman Rahman
MCHS & All School Boards vote: Unanimous**

Adjourned at 8:35 pm