

**MASTERY SCHOOLS OF CAMDEN
BOARD OF TRUSTEES MEETING**

**September 16, 2015
6:30-8:30p.m. Board Meeting**

Held at North Camden Elementary (Pyne Poynt)

****MINUTES****

Board Chair called meeting to order at 7:36pm.

Members present: Judith Tschirgi (phone), Graham Finney, Reuel Robinson, Stacy Holland

Staff and Guests: Yonca Agatan, Joe Ferguson, Scott Gordon, Jim Leonard, Monica Lewis, Thomas Johnston (Counsel)

1. Approval of the Minutes from August 12, 2015.

Resolution #0916-01

Resolved, to approve the minutes from the meeting held on August 12, 2015 as presented.

Motion to approve: Stacy Holland. Second by: Graham Finney

Motion carried (4-0, Unanimous)

2. Human Resources

#0916-02

Resolved, to ratify the Mastery Schools of Camden 2015-16 school year salary scales for teaching and administrator/non-instructional staff.

2015-16 Teacher Salary Scales - NJ			
Performance Category		Min	Max
Teaching Assistant Support Teacher	Associate	\$ 36,000	\$ 38,750
	Sr Associate	\$ 39,000	\$ 42,000
	Advanced	\$ 43,000	\$ 46,000
	Master	\$ 47,000	\$ 53,000
Teacher	Associate	\$ 48,000	\$ 58,250
	Sr Associate	\$ 60,000	\$ 68,000
	Advanced	\$ 69,250	\$ 78,250
	Master	\$ 79,250	\$ 91,000

Admin Salary Scales 2015-16											
Position	Salary Range		Range Size	Associate or ASL		Senior		Advanced		Master	
School Leader	\$112,000	\$137,500	\$ 25,500	\$ 92,000	\$ 107,000	\$ 112,000	\$ 120,500	\$121,000	\$129,500	\$130,000	\$137,500
Assistant School Leader of Instruction	\$ 87,000	\$110,000	\$ 23,000	\$ 79,500	\$ 87,000	\$ 87,000	\$ 94,500	\$ 95,000	\$102,500	\$103,000	\$110,000
Assistant School Leader of Specialized Services	\$ 87,000	\$110,000	\$ 23,000	\$ 79,500	\$ 87,000	\$ 87,000	\$ 94,500	\$ 95,000	\$102,500	\$103,000	\$110,000
Assistant School Leader of School Culture Large School (400+)	\$ 79,500	\$110,000	\$ 30,500	\$ 79,500	\$ 87,000	\$ 87,000	\$ 94,500	\$ 95,000	\$102,500	\$103,000	\$110,000
Assistant School Leader of School Culture Small School (<400)	\$ 75,000	\$102,500	\$ 27,500	\$ 75,000	\$ 79,000	\$ 79,500	\$ 87,000	\$ 87,500	\$ 95,000	\$ 95,500	\$102,500
Assistant School Leader/Director of Operations	\$ 71,500	\$102,000	\$ 30,500	\$ 57,000	\$ 65,000	\$ 71,500	\$ 81,750	\$ 82,250	\$ 92,500	\$ 93,000	\$103,000
Lead Case Manager	\$ 75,000	\$ 92,000	\$ 17,000			\$ 75,000	\$ 80,500	\$ 81,000	\$ 86,500	\$ 87,000	\$ 92,000
Building Engineer	\$ 37,000	\$ 53,000	\$ 16,000			\$ 37,000	\$ 42,000	\$ 42,500	\$ 47,500	\$ 48,000	\$ 53,000
Administrative Assistant/Atten Coord - Full time	\$ 29,000	\$ 41,500	\$ 12,500			\$ 29,000	\$ 32,750	\$ 33,250	\$ 37,000	\$ 37,500	\$ 41,500
Social Worker - 10 month	\$ 51,000	\$ 78,000	\$ 27,000			\$ 51,000	\$ 59,750	\$ 60,250	\$ 69,000	\$ 69,500	\$ 78,000
Dean - 10 month	\$ 51,000	\$ 78,000	\$ 27,000			\$ 51,000	\$ 59,750	\$ 60,250	\$ 69,000	\$ 69,500	\$ 78,000
Assistant Dean - 10 month	\$ 37,000	\$ 48,000	\$ 11,000			\$ 37,000	\$ 40,500	\$ 41,000	\$ 44,500	\$ 45,000	\$ 48,000

Motion to approve: Graham Finney. Second by: Reuel Robinson.
 Motion carried (4-0, Unanimous)

#0916-03

Resolved, to ratify Mastery Schools of Camden staff hired between August 7, 2015 and September 11, 2015, as presented.

First Name	Last Name	Location	Job	Full/Part Time Coc	Last Hire Dat
Suzanne	McAllister	Cramer Hill	Part-Time Teacher	P	08/10/2015
Kajal	Ranjee	Cramer Hill	Teacher - 3-6	F	08/10/2015
Risa	DeSilva	East Camden	Teacher - 3-6	F	08/10/2015
Sonia	Hernandez	East Camden	Teacher - History	F	08/10/2015
Caprice	Carter	East Camden	Teacher - English	F	08/10/2015
Shade	Rivera	East Camden	Teacher - SpEd	F	08/10/2015
Stephanie	McCord	East Camden	Teacher - SpEd	F	08/10/2015
David	Martinez	East Camden	Teacher - English	F	08/10/2015
Michael	Travers	East Camden	Teacher - 3-6	F	08/10/2015
Kenneth	Ellerbee	East Camden	Teacher - Music	F	08/10/2015
Beth	Beals	East Camden	Teacher - SpEd	F	08/10/2015
Valerie	Bivins	East Camden	Teacher - SpEd	F	08/10/2015
Lisa	Scalzitti	East Camden	Teacher - Science	F	08/10/2015
Iris	Hill	East Camden	Teacher - SpEd	F	08/11/2015
Lisette	Nunez	East Camden	Admin Assistant	P	08/19/2015
Ilza	Gilmore	East Camden	Admin Assistant	P	08/19/2015
Audrey	Cuff	East Camden	Teacher - SpEd	F	08/19/2015
Ashley	Colligan	East Camden	Teacher - English	F	08/26/2015
Ebony	Medina	East Camden	Assistant Dean of Student	F	08/10/2015
Raquel	Cintron-Cardozo	East Camden	Teacher - Spanish	F	08/31/2015
Terrance	Mitchell	East Camden	SpEd Classroom Asst	P	09/02/2015
Maurice	Taylor	East Camden	SpEd Classroom Asst	P	09/08/2015
Jaclyn	Cucinotta	McGraw	Teacher - K-2	F	08/10/2015
Jeanine	Bethel	McGraw	Teacher - SpEd	F	08/10/2015
Winnie	Venzon-Farmer	McGraw	Teacher - K-2	F	08/10/2015
Stephanie	McDuffie	McGraw	Teacher - 3-6	F	08/10/2015
Michelle	Granville	McGraw	Teacher - K-2	F	08/10/2015
Krista	Venafro	McGraw	Teacher - K-2	F	08/10/2015
Sharon	Mauriello	McGraw	Teacher - PE	F	08/10/2015
Kayla	Hanna	McGraw	Teacher - SpEd	F	08/10/2015
Athena	Markakis	McGraw	Teacher - Art	F	08/10/2015
Dorothy	Dolan	McGraw	Social Worker	F	08/10/2015
Kristen	Saggiomo	McGraw	Teacher - SpEd	F	08/10/2015
Kaitlin	Rodrigues	McGraw	Teaching Assistant	F	08/10/2015
Sara	Rimassa	McGraw	Teacher - ESL	F	08/10/2015
Kenneth	Reyes	McGraw	Support Teacher	F	08/10/2015
Robyn	Sauer	McGraw	Teacher - K-2	F	08/10/2015
Alynda	Boonyachai	McGraw	Teaching Assistant	F	08/10/2015
Jennifer	Szkaradnik	McGraw	Teacher - SpEd	F	08/10/2015
LaToya	Hunter	McGraw	Teacher - K-2	F	08/10/2015
Sean	Burg	McGraw	Teacher - Social Studies	F	08/10/2015
Tiana	Brown	McGraw	Teacher - 3-6	F	08/10/2015
Whitney	King	McGraw	Teacher - 3-6	F	08/10/2015
Emily	Bauer	McGraw	Teacher - SpEd	F	08/10/2015
Dana	White	McGraw	Teacher - K-2	F	08/10/2015
Joseph	Catrambone	McGraw	SpEd Classroom Asst	P	08/17/2015
Davanna	Morris	McGraw	SpEd Classroom Asst	P	08/17/2015
Carmen	Ubarry	McGraw	Community Engagement Mgr.	F	08/17/2015
Tanya	Jackson	McGraw	Admin Assistant	P	08/20/2015
Richard	Spargo	McGraw	Teacher - K-2	F	08/10/2015
Casey	Trimper	McGraw	Teacher - 3-6	F	08/11/2015

First Name	Last Name	Location	Job	Full/Part Time Coc	Last Hire Dat
Rahshen	Parks	Molina	Assistant Dean of Student	F	08/10/2015
Sherry	Lander	Molina	Teacher - 3-6	F	08/10/2015
Irma	Diaz	Molina	Teacher - ESL	F	08/10/2015
Jeff	Arkainno	Molina	Teacher - PE	F	08/10/2015
Amanda	Yerkes	Molina	Teacher - K-2	F	08/10/2015
Lauren	Lammers	Molina	Teacher - Science	F	08/10/2015
Eric	Shacklett	Molina	Teacher - Music	F	08/10/2015
Kyle	Jakubowski	Molina	Teacher - K-2	F	08/10/2015
Jovana	Ramos	Molina	Teaching Assistant	F	08/10/2015
Gina	Post	Molina	Teacher - 3-6	F	08/10/2015
Megan	Cullmann	Molina	Teacher - SpEd	F	08/10/2015
Sarah	Kooistra	Molina	Teacher - English	F	08/10/2015
Elise	Trendler	Molina	Teacher - K-2	F	08/10/2015
Kyle Alanna	Prohaska	Molina	Teaching Assistant	F	08/10/2015
Katherine	Roman	Molina	Teacher - K-2	F	08/10/2015
Laura	Spreng	Molina	Teacher - SpEd	F	08/10/2015
Heather	Trautz	Molina	Teacher - Art	F	08/10/2015
Shannon	Ewasko	Molina	Teacher - K-2	F	08/10/2015
Marcus	Gonzalez	Molina	Teacher - ESL	F	08/10/2015
Tamia	Murphy	Molina	Teacher - 3-6	F	08/10/2015
Kelsey	Ensign	Molina	Teacher - History	F	08/10/2015
Vanessa	Poggioli	Molina	Teacher - Math	F	08/10/2015
Ryan	Kelly	Molina	Social Worker	F	08/10/2015
Anna	Leighty	Molina	Teacher - SpEd	F	08/10/2015
Kia	Stevens	Molina	Teacher - K-2	F	08/10/2015
Lauren	Scola	Molina	Teacher - SpEd	F	08/10/2015
Christina	McDonough	Molina	Teacher - K-2	F	08/10/2015
Dominique	Bono	Molina	Teacher - 3-6	F	08/10/2015
Jasmine	McCall	Molina	Teaching Assistant	F	08/10/2015
Mahelda	Santana	Molina	Attendance Coordinator	P	08/17/2015
Randy	Miller	Molina	Teacher - Social Studies	F	08/10/2015
Erin	Collier	Molina	Teacher - SpEd	F	08/10/2015
Mary Jane	Timbe	Molina	Admin Assistant	P	08/17/2015
Sharon	Hood	Molina	Teacher - 3-6	F	08/21/2015
Brook	Damm	Molina	Teacher - SpEd	F	08/19/2015
Christina	Gonzalez	Molina	Teacher - 3-6	F	08/10/2015
Shadonna	Charleston	Molina	Dean 10 Month	F	08/10/2015
Kristina	Kurtz	Molina	Teacher - SpEd	F	08/19/2015
Veronica	Martinez	Molina	Teacher - ESL	F	08/31/2015
Shanisse	Conway	Molina	Teacher - Spanish	F	08/10/2015
Allison	Holding	Molina	Teacher - Math	F	08/20/2015
Keith	Messmer	Molina	Teacher - Math	F	08/25/2015
Brenda	Martinelli	North Camden	Teacher - 3-6	F	08/10/2015
Dawn	Wolfson	North Camden	Teacher - 3-6	F	08/10/2015
Megan	Penza	North Camden	Teacher - 3-6	F	08/10/2015
Justin	Disharoon	North Camden	Teacher - PE	F	08/10/2015
Haley	Philpott	North Camden	Teacher - SpEd	F	08/10/2015
Chinyere	Shani	North Camden	Teacher - 3-6	F	08/10/2015
Crystal	Bailey	North Camden	Assistant Dean of Student	F	08/10/2015
Jenna	Butkovsky	North Camden	Teacher - Spanish	F	08/10/2015
O'tillia	Roberts	North Camden	Teacher - SpEd	F	08/10/2015
Catherine	Steckel	North Camden	Teacher - SpEd	F	08/10/2015
Robert J	Bonner Jr	North Camden	Teacher - K-2	F	08/10/2015
Anthony	Frink	North Camden	SpEd Classroom Asst	P	08/17/2015
Andre'	Brown Jr	North Camden	SpEd Classroom Asst	P	08/19/2015
Robyne	McLeod	North Camden	Apprentice School Leader	F	08/11/2015
Griselda	Lopez-Mendez	North Camden	Teacher - K-2	F	08/25/2015
Amanda	McGowan	North Camden	Teacher - 3-6	F	08/30/2015

Motion to approve: Stacy Holland. Second by: Reuel Robinson.
 Motion carried (4-0, Unanimous)

Terminations:

We report the following terminations. *Group Leader, Site Coordinator and After-School Support positions* have been eliminated due to outsourcing of after-school programs. These resources have been referred to our new provider of after-school programming.

First Name	Last Name	Location	Job	Termination Type	Termination Date*
Amanda	Romanowsky	North Camden	Teacher - SpEd	Voluntary	08/07/2015
Sylvie	Golec	North Camden	Support Teacher	Voluntary	08/07/2015
Jamie	Choi	North Camden	Teacher - K-2	Voluntary	08/07/2015
Joseph	Haughey	North Camden	Teacher - 3-6	Voluntary	08/07/2015
Braheem	Wilson	North Camden	Site Coordinator	Involuntary	08/07/2015
Walter	Fuller	North Camden	Site Coordinator	Involuntary	08/07/2015
Richard	Gaines	North Camden	Group Leader	Involuntary	08/07/2015
Shirley	Irizarry	North Camden	Group Leader	Involuntary	08/07/2015
Dahmir	Perry	North Camden	Group Leader	Involuntary	08/07/2015
Joshua	Williams	North Camden	Group Leader	Involuntary	08/07/2015
Margo	Sanders	North Camden	Group Leader	Involuntary	08/07/2015
Jeffery	Campbell	North Camden	Group Leader	Involuntary	08/07/2015
Chelsea	Belk	North Camden	After-School Support	Involuntary	08/07/2015
Nadirah	Stokelin	Molina	Teacher - 3-6	Involuntary	08/10/2015
Shanise	Thomas	East Camden	Teacher - SpEd	Voluntary	08/10/2015
Silma	Gonzalez	East Camden	SpEd Classroom Asst	Voluntary	08/20/2015
Jameel	Pugh	McGraw	Asst School Leader-Cultur	Voluntary	08/21/2015

**3. Disbursement Approvals
 (No attachment for payroll, Separate document for invoices)**

#0916-04

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of \$239,798 for August 14, 2015 and \$415,237 for August 28, 2015.

#0916-05

Resolved, that the Mastery Schools of Camden Board of Trustees approves payment of \$653,193.10 for operating, facilities improvement and start-up expenses as detailed in the invoices listing (Board Document 091615-01).

Motion to approve #0916-04 and #0916-05: Graham Finney. Second by: Stacy Holland.
 Motion carried (4-0, Unanimous)

Finance Presentation (Yonca Agatan)

- September Budget Revision (pp. 7-10)
- Contract ratification (listed below in Resolution #0916-08)

Budget Discussion:

Agatan walked through changes in the budget due to greater clarity on certain revenue and expense lines. Questions raised included FY15 revenue comparisons, transportation costs, and District-related expenses for cleaning and

security. Enrollment projections stayed the same with the slight increase for McGraw as the only exception.

#0916-06

Resolved, to approve the revised FY16 budget for Mastery Schools of Camden, Inc.

#0916-07

Resolved, to accept Title I funds in the amount of \$1,066,186, Title II funds in the amount of \$2,278, and IDEA funds in the amount of \$102,495 for the 2015-2016 school year.

Title II funds are used for professional development purposes.

Motion to approve #0916-06 and #0916-07: Stacy Holland. Second by: Graham Finney.
Motion carried (4-0, Unanimous)

#0916-08

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

Contractor / Service Provider	Description of Services	Term of Contract	Contract Amount
Aramark Refreshment Services	Coffee service	Sep 2015 - Jun 2016	\$310/month, North Camden
Camelot Schools	Emotional Support Program	Jul 2015 - Jun 2016	\$13,039.25 per student; 36 students (i.e., 3 classrooms) minimum; \$469,413 minimum annual
Delta T	Nursing services	Sep 2015 - Jun 2016	\$41.75 per hour for RN at Molina, McGraw, and East Camden Middle (ECM) - \$51,000 annual cost. \$38 per hour for LPN at Cramer Hill - \$46,000 annual cost.
First Children Learning Services	Occupational therapy services	Jul 2015 - Jun 2016	\$85/hour for occupational therapy (OT), \$395 per evaluation for OT evaluation, as needed
First Children Services (Regional Enrichment & Learning Center)	After-school Programs	Sep 2015 - Jun 2016	\$333,300 for the year for North Camden, Cramer Hill & Molina
Lionel Maldonado	Outreach Worker	Sep - Nov 2015	\$15 per hour
MACCS	School Physician services	Sep 2015 - Jun 2016	\$1,340 per year per school
McGough	North Camden/ Cramer Hill Courtesy Routes	Sep 2015 - Jun 2016	\$150 per day (for each of the 4 routes) - annual cost per route \$27,300
McGough	Molina Courtesy Routes	Sep 2015 - Jun 2016	\$150 per day (for each of the 3 routes) - annual cost per route \$27,300
School Pro Staffing	Substitute services	Sep 2015 - Jun 2016	\$145 per substitute per day
US Medical Staffing	Nursing services	Sep 2015 - Jun 2016	\$46.90 per hour RN at North Camden - annual cost to approximate \$57,000
Waste Management	Dumpster Delivery	One Time	\$240 for Cramer Hill & Molina, \$120 for McGraw & East Camden, \$300 for North Camden
Waste Management	Trash/Recycling pickups	Three-year (July 2015 - June 2018). Either party can cancel with 30 days notice.	\$365 monthly- North Camden, \$365 monthly- Cramer Hill, \$360 monthly- Molina, \$365 monthly, split between McGraw & ECM

4. Camden City School District Agreements

#0916-09

Resolved, to ratify memorandums of agreement with Camden City School District for the purposes of memorializing aspects of the renaissance school project and to include the following schools: Mastery-East Camden Middle, Mastery-Molina, and Mastery-McGraw. (Draft MOA for Mastery-McGraw facility included as separate document).

#0916-10

Resolved, to enter into a shared services agreement with Camden City School District for the purposes of providing Mastery Schools of Camden with facilities and security services for Mastery-North Camden, Mastery-Cramer Hill, Mastery-East Camden Middle, Mastery-Molina, and Mastery-McGraw, subject to the further negotiation and finalization of all business terms including service fees.

Motion to approve #0916-08, #0916-09 and #0916-10: Graham Finney. Second by: Stacy Holland.

Motion carried (4-0, Unanimous)

5. Compliance and Policy Updates

Harassment, Intimidation, and Bullying (HIB) information

- NJ Dept. of Education - School Self-Assessment (separate document)

#0916-11

Resolved, to approve the self-assessment conducted by the School Safety Team to determine the school's grade under the Anti-Bullying Bill of Rights Act.

Motion to approve #0916-11: Stacy Holland. Second by: Graham Finney.

Motion carried (4-0, Unanimous)

6. Closed Session

Motion to move into Closed Session to discuss legal matters and real estate at 8:03pm Reuel Robinson. Second by: Stacy Holland.

Motion carried (4-0, Unanimous)

Motion to reconvene from Closed Session at 8:35pm: Stacy Holland. Second by: Graham Finney.

Motion carried (4-0, Unanimous)

7. Adjourn

Motion to adjourn at 8:36pm: Stacy Holland. Second by: Graham Finney.

Motion carried (4-0, Unanimous)