

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

September 21, 2016 6pm-8pm

Held at Mastery – Cramer Hill Elementary

****Minutes****

Prior to the meeting, the Board held a closed session to discuss legal matters.

Board President called the public meeting to order at 6:20pm.

Members present: Graham Finney, Jamie Reynolds, Sharell Sharp, Stacy Holland, Reuel Robinson, Judith Tschirgi, Jim Sheward (by phone).

Staff and Guests: Yonca Agatan, Scott Gordon, Jim Leonard, Tom Greenwood, Joe Ferguson, Brian McLaughlin, Tom Johnston (Counsel);

Tschirgi opened the meeting by announcing that Board members, Stacy Holland and Graham Finney, informed her that they would be stepping down from the Board after today's meeting. She thanked both of them for their service to Mastery and encouraged them to remain "Friends of Mastery". Other board members also shared kind words for both departing board members.

1. Approval of the Minutes from August 24, 2016 (as attached pp. 15-23).

#092116-01

Resolved, to approve the minutes from the meeting held on August 24, 2016, as presented.

Motion to approve #092116-01: Stacy Holland. Second by: Jamie Reynolds.

Motion carried (7-0, unanimous)

2. Human Resources

#092116-02

Resolved, to ratify Mastery Schools of Camden staff hired between August 8, 2016 and September 9, 2016 as presented below.

First Name	Last Name	Location	Job	PT or FT	Original Hire
Amanda	McGowan	North Camden	Building Substitute	P	08/08/2016
Lauren	Donnelly	North Camden	Teacher - SpEd	F	08/15/2016
Mekha	Hairston	Cramer Hill	Teacher - 3-6	F	08/15/2016
Athena	Markakis	McGraw	Teacher - Art	F	08/15/2016
Gregory	Battipaglia	East Camden	Teacher - Math	F	08/15/2016
Mildred	Rojas	McGraw	Community Engagement Mgr.	F	08/15/2016
Jackie	Moreno	McGraw	Admin Assistant	P	08/15/2016
Taisha	Mercado	Molina	SpEd Classroom Asst	P	08/15/2016
Shantae	Scutchings	North Camden	SpEd Classroom Asst	P	08/15/2016
Jinera	Tribbett	North Camden	SpEd Classroom Asst	P	08/15/2016
Myasia	Johnson	Molina	Classroom Clinician	P	08/22/2016
Joyce	Thornsberry	McGraw	Teacher - K-2	F	08/22/2016
Karen	Rojas	McGraw	Teacher - 3-6	F	08/29/2016
Danielle	Farmer	McGraw	Support Teacher	F	09/09/2016

We report the following terminations from Mastery Schools of Camden between August 8, 2016 and September 9, 2016 as presented below.

First Name	Last Name	Location	Job	Termination Date	Termination Reason
Jeanine	Bethel	McGraw	Teacher - 3-6	08/11/2016	Voluntary
George	Mankbadi	East Camden	Teacher - English	08/17/2016	Voluntary
Sara	Rimassa	McGraw	Teacher - ESL	08/29/2016	Voluntary
Randy	Miller	Molina	Teacher - Social Studies	09/09/2016	Voluntary

Motion to approve #092116-02: Reuel Robinson. Second by: Jamie Reynolds.
Motion carried (7-0, unanimous)

#092116-03

Resolved, to ratify the \$18,148.23 of “other earnings” compensation paid during August 2016 for Mastery Schools of Camden staff, as presented on the below.

First Name	Last Name	Job Title	Other Earnings	Description
Avryel	Browne	Asst School Leader-Instruction	\$ 3,346.42	Moving Reimbursement
Jenna	Forte	Teacher-Bilingual	\$ 670.00	Outdoor Leadership Program stipend
Matthew	Marshall	Dean 10 Month	\$ 1,298.70	Summer stipend
Heather	Trautz	Teacher - Art	\$ 1,406.00	Camden Certification Mentoring Payment
Justin	Disharoon	Teacher - PE	\$ 2,777.88	Terminated Employee Pay Out
Desireah	Osborne	Asst School Leader-Support Services	\$ 168.27	Retro Payment for Salary Increase
Charmaine	Giles	Asst School Leader-Instruction	\$ 432.69	Retro Payment for Salary Increase
Fatihah	Adbur-Rahman	Asst School Leader-Instruction	\$ 649.04	Retro Payment for Salary Increase
Jolene	Gaff	Asst School Leader-Support Services	\$ 769.23	Retro Payment for Salary Increase
Nathan D.	Gibson	Asst School Leader-Culture	\$ 1,105.77	Retro Payment for Salary Increase
Jennifer	Paz	Asst School Leader-Operations	\$ 1,394.23	Retro Payment for Salary Increase
Randy	Narvaez-Ruiz	Asst School Leader-Instruction	\$ 2,000.00	Signing Bonus
Iris	Hill	Teacher - SpEd	\$ 130.00	Tuition Reimbursement
Jessie	Gismondi	Asst School Leader-Instruction	\$ 1,000.00	Tuition Reimbursement
Kathryn	Rehill	Teacher - K-2	\$ 1,000.00	Tuition Reimbursement
Total			\$ 18,148.23	

Motion to approve #092116-03: Jamie Reynolds. Second by: Graham Finney.
Motion carried (7-0, unanimous)

#092116-04

Resolved, to ratify 2016-17 school year salaries for all Mastery Schools of Camden staff, as presented on the below.

Employee Name	Job	FT/PT	16.17 SY Salary / Hourly Rate
Abdur-Rahman, Fatihah	Asst School Leader-Instruction	F	\$ 90,000.00
Adriano, Kristina	Teacher - K-2	F	\$ 67,000.00
Anderson, Andrew	Teacher - SpEd	F	\$ 60,000.00
Arahill, Marissa A.	Teacher - Science	F	\$ 48,000.00
Arkainno, Jeff	Teacher - PE	F	\$ 67,715.00
Arney, Scott	Support Teacher	F	\$ 62,500.00
Bailey, Crystal	Dean	F	\$ 51,000.00
Battipaglia, Gregory	Teacher - Math	F	\$ 67,000.00
Battipaglia, Laura	Teacher - SpEd	F	\$ 59,750.00
Bauer, Emily A.	Teacher - SpEd	F	\$ 60,000.00
Bellamy, Kristin	Long Term Substitute	P	\$ 18.75
Bivins, Valerie	Teacher - SpEd	F	\$ 68,000.00
Bond, Tyneika	Teaching Assistant	F	\$ 42,000.00
Bonner Jr, Robert J	Teacher - K-2	F	\$ 69,000.00
Bono, Dominique	Teacher - 3-6	F	\$ 55,000.00
Boonyachai, Alynda	Teacher - K-2	F	\$ 48,000.00
Brookens, Ryan	Teaching Assistant	F	\$ 40,000.00
Brown Jr, Andre'	SpEd Classroom Assistant	P	\$ 17.50
Brown, Sean	Support Teacher	F	\$ 39,000.00
Brown, Tiana	Teacher - 3-6	F	\$ 70,000.00
Browne, Avryel	Asst School Leader-Instruction	F	\$ 85,000.00
Burg, Sean	Teacher - Social Studies	F	\$ 53,000.00
Butkovsky, Jenna	Teacher - Spanish	F	\$ 56,000.00
Campbell, Laura	Teacher - Science	F	\$ 48,000.00
Carmichael, Erica	Teaching Assistant	F	\$ 39,000.00
Carter, Caprice N.	Teacher - English	F	\$ 70,000.00
Carvajal, Eric	Admin Assistant	P	\$ 11.00
Cash, Eugene R.	Teacher - PE	F	\$ 67,000.00
Cattanea, Genevieve	Social Worker	P	\$ 42.00
Charleston, Shadonna L.	Dean	F	\$ 67,000.00
Cintron-Cardozo, Raquel	Teacher - Spanish	F	\$ 50,000.00
Clark, Kimberly	Support Teacher	F	\$ 45,000.00
Cole, Justin E.	Teacher - K-2	F	\$ 67,500.00
Coleman, John	SpEd Classroom Assistant	P	\$ 16.50
Coleman, Kimberly	Asst School Leader-Culture	F	\$ 95,000.00
Collier, Erin E.	Teacher - SpEd	F	\$ 69,000.00
Cordova, Antonio G.	Teacher - PE	F	\$ 48,000.00
Crescenti, Brian	Teaching Assistant	F	\$ 40,000.00
Cruz, Erika	Intern	P	\$ 15.00
Cuffee, Yvette M.	Teacher - 3-6	F	\$ 69,250.00
Cummings, Brandon J.	School Leader	F	\$ 123,000.00
Cush, Jennifer M.	Teacher - French	F	\$ 59,750.00
D'Antonio, Heather	LDTIC LEAD	F	\$ 90,000.00
Denison, David	Teacher - English	F	\$ 52,000.00
DeShazor, Lolita	SpEd Case Manager	F	\$ 60,000.00
DeSilva, Risa S.	Teacher - 3-6	F	\$ 71,500.00
Diaz, Irma	Teacher-Bilingual	F	\$ 69,000.00
Diaz, Rodrigo	Teacher - Spanish	F	\$ 50,000.00
Doctor-Chambers, Latrice	Teacher - SpEd	F	\$ 51,000.00
Donnelly, Lauren E.	Teacher - SpEd	F	\$ 62,070.00
Doornbos, Mandie L.	Teacher - Science	F	\$ 64,000.00
Durkin, Katherine	Teacher - ESL	F	\$ 61,000.00
Eller, Allison M.	Teacher - ESL	F	\$ 60,000.00
Ellerbee, Kenneth D.	Teacher - Music	F	\$ 63,500.00
Ensign, Kelsey	Teacher - History	F	\$ 49,380.00
Eural, Ashley	Teacher - Music	F	\$ 60,000.00
Evans, Latonya	Teaching Assistant	F	\$ 39,000.00

Employee Name	Job	FT/PT	16.17 SY Salary / Hourly Rate
Farmer, Danielle	Support Teacher	F	\$ 39,500.00
Figueroa, Isamar	Community Engagement Mgr.	F	\$ 60,000.00
Fleishman, Brandon	Teacher - 3-6	F	\$ 50,000.00
Floyd, Markita	Apprentice Assistant School Leader- Instruction	F	\$ 84,000.00
Forte, Jenna	Teacher-Bilingual	F	\$ 54,935.00
Gaff, Jolene	Asst School Leader-Support Services	F	\$ 97,000.00
Gaines, Richard	SpEd Classroom Asst	P	\$ 16.50
Garcia, Alex J.	Teacher - English	F	\$ 61,000.00
Garcia, Xiomara J.	Admin Assistant	F	\$ 32,750.00
Garvin, Kimberly	Teacher - 3-6	F	\$ 69,000.00
Gibson, Nathan D.	Asst School Leader-Culture	F	\$ 89,000.00
Gibson, Theodore	Classroom Counselor	P	\$ 22.00
Giles, Charmaine	Asst School Leader-Instruction	F	\$ 91,500.00
Gilmore, Ilza D.	Admin Assistant	P	\$ 15.50
Gismondi, JESSIE	Asst School Leader-Instruction	F	\$ 97,000.00
Gonzalez, Frances K.	Social Worker	F	\$ 55,000.00
Gonzalez, Marcus	Teacher - ESL	F	\$ 64,000.00
Guridy, Maritza	Community Engagement Mgr.	F	\$ 62,000.00
Hairston, Mekha S.	Teacher - 3-6	F	\$ 69,000.00
Hall, Erica	Teacher - K-2	F	\$ 60,000.00
Hanna, Kayla	Teacher - SpEd	F	\$ 58,250.00
Harper, Mia J.	Teaching Assistant	F	\$ 36,750.00
Harris, Cintrella	Teacher - K-2	F	\$ 50,775.00
Hayes, William	School Leader	F	\$ 121,500.00
Hernandez, Sonia Y.	Teacher - History	F	\$ 63,000.00
Heusser, Carla	Teacher - SpEd	F	\$ 60,000.00
Hill, Iris	Teacher - SpEd	F	\$ 50,500.00
Holding, Allison L.	Teacher - Math	F	\$ 60,000.00
Holdsworth, Alicia	Teacher - K-2	F	\$ 60,000.00
Horowitz, Danielle	Asst School Leader-Instruction	F	\$ 79,500.00
HOWELL-TURNER, MEREDITH M	School Leader	F	\$ 123,000.00
Hunter, LaToya	Teacher - 3-6	F	\$ 51,250.00
Irizarry, Elliot E.	Dean	F	\$ 45,690.00
JACKSON, LAQUANDA	School Leader	F	\$ 124,000.00
Jackson, Tanya A.	Admin Assistant	P	\$ 15.50
Jakubowski, Kyle S.	Teacher - K-2	F	\$ 51,170.00
Johnson, Courtney	Support Teacher	F	\$ 39,000.00
Johnson, Myasia	Classroom Clinician	P	\$ 15.95
Jones, Amber S.	Support Teacher	F	\$ 40,000.00
Kehler, James	Teacher - Science	F	\$ 66,500.00
Kelly, Ryan	Social Worker	F	\$ 69,000.00
Kennedy, Samantha E.	Teacher - SpEd	F	\$ 50,530.00
Kilgore, Tianna R.	Dean	F	\$ 60,250.00
Kooistra, Sarah	Teacher - English	F	\$ 50,000.00
Kurtz, Kristina	Teacher - SpEd	F	\$ 58,250.00
Lander, Sherry I.	Teacher - 3-6	F	\$ 52,000.00
Lappin, Lauren E.	Teacher - K-2	F	\$ 71,000.00
Lawson, Meaghann	Asst School Leader-Instruction	F	\$ 89,000.00
LeClair, Kimberly	Teacher - Math	F	\$ 67,000.00
Liszewski, Christa	Teacher - SpEd	F	\$ 54,500.00
Lopez-Mendez, Griselda	Teacher - K-2	F	\$ 66,000.00
Lopiano, Cecilia R.	Teacher - 3-6	F	\$ 69,250.00
Lundstedt, Melissa L.	Asst School Leader-Support Services	F	\$ 92,000.00
Markakis, Athena	Teacher - Art	F	\$ 50,000.00
Marshall, Matthew P.	Dean	F	\$ 41,000.00
Martinelli, Brenda	Teacher - 3-6	F	\$ 50,000.00
Martinez, David	Teacher - Math	F	\$ 51,630.00
Martinez, Vanessa	Admin Assistant	P	\$ 14.75
Martinez, Veronica	Teacher - ESL	F	\$ 52,000.00
Mauriello, Sharon	Teacher - PE	F	\$ 69,000.00
Maurizio, Kourtney	Teacher - K-2	F	\$ 67,000.00
Mazyck, Alexandra A.	Teacher - SpEd	F	\$ 51,000.00

Employee Name	Job	FT/PT	16.17 SY Salary / Hourly Rate
McCord, Stephanie	Teacher - SpEd	F	\$ 61,000.00
McCreary, Jessica	Asst School Leader-Culture	F	\$ 85,500.00
McDonough, Christina	Teacher - K-2	F	\$ 68,000.00
McDuffie, Stephanie	Teacher - 3-6	F	\$ 59,500.00
McGowan, Amanda	Building Substitute	P	\$ 13.59
McIver, Alec	Teacher - Math	F	\$ 67,000.00
McKevitt, Jesse	Teacher - History	F	\$ 62,000.00
McLeod, Robyne A.	School Leader	F	\$ 112,000.00
McMillan, Sharone	Support Teacher	F	\$ 42,000.00
McNeil, Jolon	Asst School Leader-Culture	F	\$ 94,500.00
Medina, Ebony	Dean	F	\$ 60,250.00
Medina, Yaritza	Teaching Assistant	F	\$ 47,000.00
Mercado, Taisha	SpEd Classroom Asst	P	\$ 16.00
Miller, Chase V.	Dean	F	\$ 59,750.00
Montini, Christina M.	Teacher - 3-6	F	\$ 48,000.00
Moreno, Jackie	Admin Assistant	P	\$ 15.25
Morris, Davanna	SpEd Classroom Assistant	P	\$ 14.00
Muller, Kaitlyn E.	Community Engagement Mgr.	F	\$ 65,000.00
Murphy, Tamia	Teacher - 3-6	F	\$ 69,000.00
Mwalimu, Ojala A.	Teacher - History	F	\$ 67,000.00
Narvaez-Ruiz, Randy	Asst School Leader-Instruction	F	\$ 86,000.00
Nolan, Amanda	Support Teacher	F	\$ 39,000.00
Nunez, Lisette D.	Admin Assistant	P	\$ 15.50
Nunez, Marisol	Asst School Leader-Operations	F	\$ 73,500.00
Nwoga, Martin	Teaching Assistant	F	\$ 38,000.00
O'Neill, Shawn J.	Teacher - PE	F	\$ 63,000.00
Osborne, Desireah	Asst School Leader-Support Services	F	\$ 88,750.00
Pacheco, Tammy	Admin Assistant	P	\$ 15.50
Pagan, Stephanie	SpEd Classroom Asst	P	\$ 14.00
Paz, Jennifer	Asst School Leader-Operations	F	\$ 73,500.00
Pearson, Jasmine	Teacher - K-4	F	\$ 48,000.00
Penza, Megan C.	Teacher - 3-6	F	\$ 58,250.00
Peralta, Crystal	Teacher - 3-6	F	\$ 56,500.00
Pereira, Luiz	Asst School Leader-Culture	F	\$ 86,000.00
Perez, Jessica B.	Social Worker	F	\$ 60,250.00
Pessiki, Samantha	Teacher - 3-6	F	\$ 73,750.00
Philpott, Haley C.	Teacher - SpEd	F	\$ 60,000.00
Poggioli, Vanessa	Teacher - Math	F	\$ 62,000.00
Porrata, Ana C.	Admin Assistant	P	\$ 14.50
Post, Gina	Teacher-Bilingual	F	\$ 69,000.00
Quezada, Edwin	Teacher - SpEd	F	\$ 55,500.00
Quirk, Michelle A.	Teacher - SpEd	F	\$ 69,250.00
Ramirez, Jessica	Dean	P	\$ 18.75
Ramos, Jovana	Teacher - K-2	F	\$ 48,000.00
Ranck, Allison L.	Teacher - ESL	F	\$ 51,000.00
Randall, Walter	Teaching Assistant	F	\$ 39,000.00
Rehill, Kathryn	Teacher - K-2	F	\$ 75,250.00
REID, RICKIA	School Leader	F	\$ 128,000.00
Reiss, Ashley M.	Teacher - ESL	F	\$ 72,000.00
Reyes, Kenneth J.	Support Teacher	F	\$ 48,000.00
Rhock, Aaron	Support Teacher	F	\$ 42,000.00
Rivera, Shade	Teacher - SpEd	F	\$ 52,540.00
Roberts, O'tillia S.	Teacher - SpEd	F	\$ 60,000.00
Rojas, Karen J.	Teacher - 3-6	F	\$ 63,000.00
Rojas, Mildred E.	Community Engagement Mgr.	F	\$ 65,000.00
Roman, Katherine	Teacher - K-2	F	\$ 71,000.00
Saggiomo, Kristen M.	Teacher - SpEd	F	\$ 60,000.00
Santana, Mahelda P.	Attendance Coordinator	P	\$ 14.25
Santiago-Michaels, Annette R.	Teacher - English	F	\$ 67,000.00
Sawyer, Aveyel	Asst School Leader-Operations	F	\$ 94,500.00

Employee Name	Job	FT/PT	16.17 SY Salary / Hourly Rate
Scalzitti, Lisa	Asst School Leader-Operations	F	\$ 77,000.00
Scelfo, Nancy	Teacher - SpEd	F	\$ 54,500.00
Schatz, Sydney	Teacher - K-2	F	\$ 70,000.00
Schmidt, Laura E.	Teacher - K-2	F	\$ 68,000.00
SCHOEN, KATHERINE T.	Social Worker	F	\$ 57,000.00
Scola, Lauren C.	Teacher - SpEd	F	\$ 69,000.00
Scutchings, Shantae	SpEd Classroom Assistant	P	\$ 13.00
Setzer, Shikeya	SpEd Classroom Assistant	P	\$ 13.00
Shacklett, Eric M.	Teacher - Music	F	\$ 50,000.00
Shani, Chinyere	Teacher - 3-6	F	\$ 67,730.00
Shanklin, Stephanie	Community Engagement Mgr.	F	\$ 68,625.00
Sheehan, Megan A.	Teacher - K-2	F	\$ 50,000.00
Sherwood, Courtney	SpEd Case Manager	F	\$ 69,000.00
Smith, Denzel	Teacher - 3-6	F	\$ 50,000.00
Spargo, Richard	Teacher - 3-6	F	\$ 63,000.00
Spivak, Marc	Teacher - K-2	F	\$ 48,000.00
St Leger, Leyde	Dean	F	\$ 62,500.00
Steckel, Catherine	Teacher - SpEd	F	\$ 67,000.00
Stevens, Kia	Teacher - K-2	F	\$ 58,000.00
Stewart, Thea	Asst School Leader-Support Services	F	\$ 94,500.00
Suluki, Najla	Teacher - K-2	F	\$ 62,500.00
Szkaradnik, Jennifer L.	Teacher - SpEd	F	\$ 56,805.00
Taylor, Maurice D.	SpEd Classroom Assistant	P	\$ 14.50
Tejero, Jenese Y.	Teacher - SpEd	F	\$ 61,000.00
Thornsberry, Joyce N.	Teacher - K-2	F	\$ 48,000.00
Timbe, Mary Jane	Admin Assistant	P	\$ 13.00
Trautz, Heather A.	Teacher - Art	F	\$ 65,500.00
Travers, Michael J.	Teacher - 3-6	F	\$ 70,000.00
Trendler, Elise M.	Teacher - K-2	F	\$ 52,000.00
Tribbett, Jinera	SpEd Classroom Assistant	P	\$ 15.00
Trimper, Casey	Teacher - 3-6	F	\$ 68,500.00
U Barry, Carmen	Community Engagement Mgr.	F	\$ 68,000.00
Velez, Maribel	Admin Assistant	P	\$ 16.50
Venafro, Krista	Teacher - K-2	F	\$ 60,000.00
Vennell, Alison	Teacher - SpEd	F	\$ 62,050.00
Vignali, Amanda	Teacher - 3-6	F	\$ 48,000.00
White, Dana	Teacher - K-2	F	\$ 69,250.00
Wilcox, Maryah	SpEd Classroom Assistant	P	\$ 12.00
Williams, Donald T.	Teacher - Art	F	\$ 66,000.00
Williams, Niki L.	Teacher - Art	F	\$ 69,250.00
Williams, Stephen	Asst School Leader-Instruction	F	\$ 79,500.00
Wilson, Deraurah B.	Teacher - K-2	F	\$ 64,000.00
Wisniewski, Eileen	Teacher - Music	F	\$ 65,500.00
Wisniewski, Heather	Teacher - 3-6	F	\$ 63,000.00
Wlotko, Sirjana	Teacher - Science	F	\$ 50,000.00
Wolfson, Dawn	Teacher - 3-6	F	\$ 52,000.00
Yerkes, Amanda M.	Teacher - K-2	F	\$ 68,000.00
Young, Stephanie Y.	Teaching Assistant	F	\$ 39,000.00
Zucatti, Lauren	Teacher - 3-6	F	\$ 60,000.00

Motion to approve #092116-04: Stacy Holland. Second by: Reuel Robinson.
Motion carried (7-0, unanimous)

#092116-05

Resolved, to ratify appointing Fatihah Abdur-Rahman as Apprentice Assistant School Leader for Instruction effective 6/29/15.

Motion to approve #092116-01: Graham Finney. Second by: Stacy Holland.
Motion carried (7-0, unanimous)

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

#092116-06

Resolved, that the Mastery Schools of Camden Board of Trustees ratifies the payroll in the amount of \$552,793 for August 26, 2016 and \$578,230 for September 9, 2016.

Note: August 26th payroll is first pay for new teachers and September 9th payroll includes Personal Time Payout of \$17k.

Motion to approve #092116-06: Jamie Reynolds. Second by: Reuel Robinson.
Motion carried (7-0, unanimous)

#092116-07

Resolved, to approve payment of \$922,578.08 for operating and start-up expenses as detailed in the invoices listing (Board Document 092116-01).

Motion to approve #092116-07: Jamie Reynolds. Second by: Reuel Robinson.
Motion carried (7-0, unanimous)

4. Finance Presentation (Yonca Agatan) – pp. 9-14

- **Update on “Unaudited” FY16 Financials**
- **Overview of FY17 Financials**
- **FY17 Budget Revision – September**

Agatan gave an update on the FY16 financials. Recent information regarding utility/custodial savings, and enrollment reconciliation provided a positive financial impact of \$862K. She also reported that there has not been any progress regarding pension system eligibility. Management recommends making the following adjustments to financials to address the situation. 1) Fully reserve the FICA subsidy accrued over the last 2 years, and 2) Accrue an employer retirement plan contribution liability for FY15-16. The impact of these adjustments would be \$1.2mm. Both adjustments would still allow Mastery to end FY16 with a surplus.

After discussion, the Board supported the FICA subsidy shift, as well as the decision to plan for the potential of a non-pension retirement solution by accruing the contribution liability for FY15 and FY16.

FY17 financials were presented as of August 31st. Income statement showed a slight deficit. Balance sheet showed a strong cash position.

Lastly, Agatan presented a budget revision for FY17 based on greater clarity on enrollment. Budgets will be reduced to account for 50 less students than originally budgeted. Year on year increase in enrollment is 286 students more than last year. The overall bottom-line net surplus is budgeted to be \$582K.

#092116-09 08

Resolved, to approve the revised FY17 budget for Mastery Schools of Camden as presented (Board Document 092116-02).

Motion to approve #092116-08: Jamie Reynolds. Second by: Sharell Sharp.
Motion carried (7-0, unanimous)

5. General Business and School Operations**#092116-09**

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 (if applicable)	Contract Amount
Camelot Schools	Emotional Support Program	July 2016 - June 2017	\$13,039.25 per student for a minimum annual total of \$469,413 (minimum 36 students).
CORA Services	Special education related services - Psychology, speech, occupational therapy, and physical therapy.	July 2016 - June 2017	Total contract is \$547,862.
Resources for Human Development	Mental health services	August 2016 - June 2017	North Camden-\$40,106, and Molina \$80,212.
Penn Exterminators	Pest control services for Molina Annex.	September 2016 - June 2017	\$350/month
Core Mechanical	HVAC services	September 2016 - June 2017	\$89/hour for weekdays, \$133.50/hour Saturdays and \$178/hour on Sundays and holidays, as needed.
Chapman, Charles	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Davis, Kim	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Gilmore, Dejon	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Gilmore, Ilza	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Greenfield, Heather Narwich	Enrollment Outreach, including data entry	January 2017 - June 2017	\$15 per hour (previously approved through December 2016)
Holland, Jerome	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Jennings-Guridy, Elijah	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Lopez, Phillip	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Moreno, Jackie	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Mota, Judith	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Nunez, Lisette	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Pagan, Stephanie		October 2016 - June 2017	
Rivera, Alicia	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Streater, Natasha	Street Team Organizer	October 2016 - June 2017	\$15 per hour
Toro, Cynthia	Street Team Organizer	October 2016 - June 2017	\$15 per hour

Motion to approve #092116-09: Stacy Holland. Second by: Jamie Reynolds.
Motion carried (7-0, unanimous)

6. Camden City School District Agreements

None at this time.

7. Compliance and Policy Updates

Harassment, Intimidation, and Bullying (HIB) information
(Monthly HIB report – September 2016)

8. CEO's Report

Gordon shared FY16 school-related and PARCC results with the Board. Summary of results follows:

- Strong Culture Metrics (Mastery-wide): 94% student retention, 93.5% attendance
- Student Retention: 3 out of 5 schools met goal for retention. 4 out of 5 schools were over 90%
- Student Attendance: All schools were 92% or better.
- Students served: Compared to pre-Mastery, ELL% roughly doubled at ECM, McGraw, and Molina combined.
- ELA: Saw strong growth in proficiency at Molina and ECM; Slight gain at NC/CH, and flat at McGraw.
- Math: Saw strong growth in proficiency at Molina and ECM; slight gain at NC/CH, and slight drop at McGraw.
- When you evaluate against same students (in our buildings for FY15 and FY16), we saw increases in both ELA and Math.

9. Closed Session – legal and real estate matters discussed prior to public meeting.

10. Public Comment

11. Adjourn

Motion to adjourn at 7:46pm (Stacy Holland, Sharell Sharp)
Motion carried (7-0, unanimous)