

BOARD OF TRUSTEES MEETING MINUTES
June 13, 2019
Conference Call and Held at Smedley Elementary

Pre-Meeting Discussion:

- Teacher retention initiative (presented by Scott Gordon):
 - Teacher retention dropped from 78% to 74%, Mastery went from strong in the charter school world to solid. In response, teacher retention is the organizational priority for SY19-20. Teachers new to Mastery and Advanced/Master teachers – who are our most effective will be prioritized. Management anticipates hiring ~180 teachers as teacher leaders, or ~18% of workforce.
- Rebranding update (presented by Scott Gordon):
 - Feedback from parents and staff interviewed were positive:
 - “We Believe” theme was tested.
 - Consistent with programming principles.
 - Gives agency to each child.

Roll Call:

MCHS Members: Bob Victor, Gerry Emery; Absent: Robin Olanrewaju; Quorum 2/3 members.

MCS Members: Hosea Harvey, Stacey Sellers, Don Kimelman, Graham Finney, Sulaiman Rahman, Judith Tschirgi; Absent: Suzanne Biemiller; Quorum: 6/7 members.

Action Resolutions

- **Accept May 8, 2019 Board Meeting Minutes:**

R-061319-01 (All Boards & MCHS)

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, Pastorius-Richardson Mastery Charter, Frederick Douglass Mastery Charter, Mastery Charter John Wister Campus, and Mastery Prep Elementary Charter School from May 8, 2019.

- ***After board discussion the following resolutions were adopted:***
Motion to approve 061319-01: Hosea Harvey (MCS), Second: Gerry Emery (MCHS); Motion passes with unanimous approval.

- **Hiring Approvals**

R-061319-02 (All Boards & MCHS)

Resolved, to ratify Mastery Charter Schools staff hired between April 30, 2019 and June 03, 2019 as presented.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-02: Sulaiman Rahman (MCS), Second: Hosea Harvey (MCS); Motion passes with unanimous approval.***

Finance & Compliance

R-061319-03 (All Boards & MCHS)

Resolved, to approve the FY20 budgets for Mastery Charter High School, Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery Charter School.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-03: Hosea Harvey (MCS), Second: Sulaiman Rahman (MCS); Motion passes with unanimous approval.***

R-061319-04 (All Boards & MCHS)

Resolved, to approve the 2018-19 Pennsylvania Department of Education Applications for Charter School Lease Reimbursement Program for Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Hardy Williams Academy Charter School and Mastery Prep Elementary Charter School.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-04: Sulaiman Rahman (MCS), Second: Hosea Harvey (MCS); Motion passes with unanimous approval.***

R-061319-05 (All Boards & MCHS)

Resolved, that Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery Charter School renew their management agreement with Mastery Charter High School for FY20 including:

- Management fees - 10% of School District of Philadelphia per pupil revenues
- Technology subscription fees – campus specific based on technology supported

Campus	FY20 Technology Subscription
Cleveland	\$77,000
Clymer	\$100,000
Douglass	\$83,000
Gratz	\$163,000
Hardy Williams	\$171,000
Harrity	\$103,000
Lenfest	\$55,000
Mann	\$66,000
Pastorius	\$84,000
Pickett	\$125,000
Prep Elementary	\$42,000
Shoemaker	\$80,000
Smedley	\$117,000
Thomas ES & HS	\$157,000
Wister	\$58,000
Total	\$1,481,000

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-05: Sulaiman Rahman (MCS), Second: Hosea Harvey (MCS); Motion passes with unanimous approval.***

R-061319-06 (MCHS Board only):

Resolved, that Mastery Charter High School renews management agreements with Mastery Schools of Camden, Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery for FY20.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-06: Gerry Emery (MCHS), Second: Bob Victor (MCHS); Motion passes with unanimous approval.***

R-061319-07 (All Boards & MCHS Board)

Resolved, to authorize the following individuals to sign checks and authorize disbursements on behalf of Mastery Charter High School, Mastery Charter Thomas Campus (including Thomas Elementary), Mastery Charter Shoemaker Campus, Mastery Charter Pickett Campus, Mastery Charter School John Wister Campus, Mastery Charter Gratz Campus, Mastery Prep Elementary Charter School, Mastery Charter Harrity Elementary, Mastery Charter Mann Elementary, Mastery Charter Smedley Elementary, Hardy Williams Academy Charter School, Mastery Charter Clymer Elementary, Grover Cleveland Mastery Charter School, Pastorius-Richardson Mastery Charter School and Frederick Douglass Mastery

Charter School: **Robert Victor, Scott Gordon, Yonca Agatan, Christopher Barts, Suzanne McKenna – Director of Finance and Laura Clancy** (i.e., removing Thomas Greenwood and Joseph Ferguson). All checks must be signed by two of the listed signers and any single check larger than \$25,000 must include Scott Gordon as one of the two signers.

Further Resolved, to keep Yonca Agatan as the back-up signer for Scott Gordon when he is out of the office and approve Laura Clancy to be the second back-up if Yonca Agatan is out of the office at the same time as Scott Gordon.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-07: Sulaiman Rahman (MCS), Second: Hosea Harvey (MCS); Motion passes with unanimous approval.***

R-061319-08 (All Boards & MCHS Board)

Resolved, to ratify execution of FY19/FY20 contracts with vendors 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, Pastorius-Richardson Mastery Charter School, Frederick Douglass Mastery Charter School and Mastery Prep Elementary Charter School as presented in **Attachment 5**.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-08: Sulaiman Rahman (MCS), Second: Hosea Harvey (MCS); Motion passes with unanimous approval.***

R-061319-09 (All Boards & MCHS Board)

Resolved, to adopt the revised Student-Parent Handbook for 2019-2020. Significant policy changes are highlighted in yellow and can be found on the pages listed below.

- **Page 7:** Description of the Wheatley ELA curriculum
 - **Pages 9-15:** Launch of new grading and promotion policy
 - **Pages 20 and 21:** Changes to attendance policy
 - **Pages 26 and 30:** Addition of Level III infraction category
 - **Page 36:** Addition of technology security language
- ***After board discussion the following resolutions were adopted: Motion to approve 061319-09: Hosea Harvey (MCS), Second: Sulaiman Rahman (MCS); Motion passes with unanimous approval.***

R-061319-10 (All Boards & MCHS Board)

Resolved, to accept the School Safety and Security report as submitted.

- **After board discussion the following resolutions were adopted:
Motion to approve 061319-10: Hosea Harvey (MCS), Second:
Sulaiman Rahman (MCS); Motion passes with unanimous approval.**

Executive Committee & CEO Reports

R-061319-11 (All Boards & MCHS Board)

Resolved, to increase paid time off for advanced and master teachers by 2 days per school year, effective August 19, 2019.

- **After board discussion the following resolutions were adopted:
Motion to approve 061319-11: Hosea Harvey (MCS), Second:
Sulaiman Rahman (MCS); Motion passes with unanimous approval.**

R-061319-12 (All Boards & MCHS Board)

Resolved, to implement the teacher leadership program as described.

- **After board discussion the following resolutions were adopted:
Motion to approve 061319-12: Sulaiman Rahman (MCS), Second:
Stacey Sellers (MCS); Motion passes with unanimous approval.**

R-061319-13 (MCHS Only)

Resolved, to appoint Gerry Emery to a two-year term to the Board of Trustees of Mastery Charter High School.

- **After board discussion the following resolutions were adopted:
Motion to approve 061319-13: Bob Victor (MCHS); Motion passes
with unanimous approval.**

R-061319-14 (All Boards, No MCHS)

Resolved, to appoint Sulaiman Rahman to a two year term to the Board of Trustees of Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett 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, Mastery Charter School John Wister Campus, Frederick Douglass Mastery Charter School, and Mastery Prep Elementary Charter School.

R-061319-15 (All Boards, No MCHS)

Resolved, to appoint Hosea Harvey to a two-year term to the Board of Trustees of Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett 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, Mastery Charter School John Wister Campus, Frederick Douglass Mastery Charter School, and Mastery Prep Elementary Charter School.

R-061319-16 (All Boards, No MCHS)

Resolved, to appoint Shereda Cromwell to a two year term to the Board of Trustees of Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett 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, Mastery Charter School John Wister Campus, Frederick Douglass Mastery Charter School, and Mastery Prep Elementary Charter School.

R-061319-17 (All Boards, No MCHS)

Resolved, to appoint John Lawrence Walsh Jr. to a two year term to the Board of Trustees of Mastery Charter Thomas Campus, Mastery Charter Shoemaker Campus, Mastery Charter Pickett 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, Mastery Charter School John Wister Campus, Frederick Douglass Mastery Charter School, and Mastery Prep Elementary Charter School.

- **After board discussion the following resolutions were adopted: Motion to approve 061319-14, 15, 16, & 17: Don Kimelman (MCS), Second: Stacey Sellers (MCS); Motion passes with unanimous approval.**

R-061319-18 (All Boards & MCHS Board)

Resolved, to adopt the 3rd-6th grading proposal as presented.

- **After board discussion the following resolutions were adopted: Motion to approve 061319-18: Hosea Harvey (MCS), Second: Sulaiman Rahman (MCS); Motion passes with unanimous approval.**

R-061319-19 (All Boards & MCHS Board)

Resolved, to accept the 2019-2020 Board dates as presented.

- **After board discussion the following resolutions were adopted: Motion to approve 061319-19: Hosea Harvey (MCS), Second: Gerry Emery (MCHS); Motion passes with unanimous approval.**

R-061319-20 (Harrity Board Only)

Resolved, to accept the indemnification of Scott Gordon:

WHEREAS, Mastery Charter School Harrity (the "School") and its employees and its agents, employees or representatives are defendants in the matter of Z.G. v. Mastery Charter School et al, Civ. N. 18-4948 and,

WHEREAS, this board recognizes its obligation to defend the School and those acting on its behalf and,

WHEREAS, this board has received sufficient information concerning the substance of this action and its legal merit and,

WHEREAS, Scott Gordon and other individuals acting on behalf of this School have been named individually in this suit and, as such, are exposed to potential personal liability including for attorney's fees and other defense expenses and,

WHEREAS, Scott Gordon has requested that this board approve his indemnification in this matter including the advancement of attorney's fees and, the Executive Committee has recommended this indemnification,

NOW THEREFORE, this board finds that

1. Scott Gordon is a Proper Person to be indemnified pursuant to Section 5.1 of the School's bylaws and,
2. He has met the criteria for indemnification, i.e. that he conducted himself in good faith and that he reasonably believed that his conduct was in the course of his duties and in the best interest of the School.
3. He has submitted a proper and sufficient request for indemnification pursuant to section 5.6 of the School's bylaws and therefore,

It is hereby determined that pursuant to the bylaws of the School and consistent with the Pennsylvania Non Profit Corporation Law that Scott Gordon is hereby indemnified against expenses (including attorneys' fees), judgments, penalties, fines and amounts paid in settlement reasonably incurred by him in connection with the above action and further that attorney's fees will be advanced as required on approval by the Chair of the Board.

The above Resolution was adopted by a duly organized meeting of the Directors of the Mastery Charter School Harrity on June 13, 2019 by a vote of _____.

Secretary _____

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-20: Don Kimelman (MCS), Second: Stacey Sellers (MCS); Motion passes with unanimous approval.***

Expulsions

R-061319-21 (Gratz Board Only)

Resolved, to accept the motion for expulsion of M.S. from Gratz as presented.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-21: Bob Victor (MCHS), Second: Don Kimelman (MCS); Motion passes with unanimous approval.***

R-061319-22 (Gratz Board Only)

Resolved, to accept the motion for expulsion of M.J. from Gratz as presented.

- ***After board discussion the following resolutions were adopted: Motion to approve 061319-22: Sulaiman Rahman (MCS), Second: Graham Finney (MCS); Motion passes with unanimous approval.***

Public Comment (3 minutes per public comment): No public comment.

Adjourn All Boards: Meeting adjourned at 8:53 pm.