APPROVED

Alma del Mar

Minutes

Board of Trustees

Date and Time
Friday November 20, 2020 at 9:30 AM

Trustees Present
B. Cunningham (remote), C. Arnold (remote), C. Bator (remote), G. Fortes (remote), J. Baptist (remote), L. Hicks (remote), M. Kay (remote), V. Brown (remote)

Trustees Absent
A. Cortez, M. Rosario

Guests Present
B. Kurie (remote), W. Gardner (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Baptist called a meeting of the board of trustees of Alma del Mar to order on Friday Nov 20, 2020 at 9:34 AM.

C. Approve Minutes

G. Fortes made a motion to approve the minutes from October Board Meeting on 10-30-20.

L. Hicks seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
G. Fortes	Aye
C. Bator	Aye
V. Brown	Aye
L. Hicks	Aye
B. Cunningham	Aye
C. Arnold	Aye
J. Baptist	Aye
M. Rosario	Absent
A. Cortez	Absent
M. Kay	Aye

D. Alma Mission Statement

C. Arnold read Alma del Mar's Mission Statement aloud.

II. Executive Director Report

A. Data Dashboard

G. Fortes noted that the demographics of Alma's staff does not reflect the demographics of Alma's scholars.

W. Gardner shared that the Racial Equity Team has made it a priority to recruit BIPOC teachers and staff. He also stated that the team is working to ensure that Alma is an inclusive workplace and is a place that BIPOC teachers and staff feel valued and want to work.

C. Arnold noted that race and equity aren't the only type of diversity that Alma should be focused on, which W. Gardner agreed with.

B. Executive Director Report

W. Gardner updated the Board on Alma's Reopening Plan and the challenges that we are facing with rising rates of the virus in New Bedford and the fact that schools have not been a contributing factor of this spread.
We continue to prioritize the return of our youngest scholars and scholars with high needs for in person learning, however that return will not happen until after the New Year.
B. Cunningham asked that W. Gardner's report on reopening be shared out with all of Alma's committees on a monthly basis.
J. Baptist suggested that we would want to be clear on who the audience is and whether Open Meeting Law would apply.
C. Bator noted that if a policy matter is being shared, Trustees could not reply or initiate a conversation via email as that would fall under Open Meeting Law.

C. Bator asked questions related to the COVID-19 infection data, and whether there was any tension between Alma Leadership and Alma teachers as it relates to Alma's reopening plans.
W. Gardner shared that the team has worked very closely with Alma's in-person staff and that they have opted to remain in person. Staff are also able to request accommodations if they are unable to work in person.

III. Academic Excellence

A. Update

M. Kay reported that Interim data was not available as of the date of the Academic Excellence meeting.
The committee is reviewing Evaluation rubrics and expectations for staff during remote learning.

IV. CEO Evaluation and Compensation committee

A. (Executive Session) E.D. Evaluation Approval

C. Bator made a motion to enter Executive Session to discuss the evaluation of the Executive Director, the discussion may touch upon reputation and character, and the Board will not return.
B. Cunningham seconded the motion.
W. Gardner waived his right to be present just prior to the motion to enter Executive Session
The board **VOTED** to approve the motion.

Roll Call	
C. Arnold	Aye
G. Fortes	Aye
L. Hicks	Aye
M. Kay	Aye
B. Cunningham	Aye
M. Rosario	Absent
C. Bator	Aye
V. Brown	Aye
A. Cortez	Absent
J. Baptist	Aye

V. Development

A. Development Strategy Update

B. Kurie shared that the Impact Campaign is on track and the Development Committee is working to strengthen our tools and process to keep supporters and Alma Champions close.

We are mid-way through Year 2 of the $6.2M Impact Campaign and have raised $4.85M to date. We have until Dec. 20th to secure a matching challenge gift. An anonymous donor will contribute $100,000 after we report raising $200,000 in cash. To date, we have secured over $180,000.

VI. Finance

A. Revised 2020-21 Budget

B. Cunningham shared out the revised 2020-21 Budget which reflects changes to the nutrition reimbursement and tuition reimbursement as related to COVID-19.

L. Hicks made a motion to accept the revised 2020-2021 Budget.
C. Arnold seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
L. Hicks	Aye
M. Kay	Aye
B. Cunningham	Aye
A. Cortez	Absent
C. Bator	Aye
M. Rosario	Absent
J. Baptist	Aye
C. Arnold	Aye
V. Brown	Aye
G. Fortes	Aye

VII. Governance

A. Updated Trustee Expectations

G. Fortes shared the updated Trustee Expectation language to include dismantling white supremacist and racist structures within Alma and in the broader New Bedford community.
A training is being scheduled for January 2021 with Alma's DEI consultant.

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:39 AM.

Respectfully Submitted,
B. Kurie