

APPROVED

# ALMA *del* MAR

Alma del Mar

## Minutes

Board Meeting

Virtual, On Zoom

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### Date and Time

Monday February 27, 2023 at 9:00 AM

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### Trustees Present

A. Cortez (remote), C. Bator (remote), I. Almeida (remote), L. Hicks (remote), M. Rosario (remote), Y. Dennis (remote)

### Trustees Absent

C. Holley, G. Fortes, J. Baptist, M. Bride

### Trustees who left before the meeting adjourned

I. Almeida

### Guests Present

B. Kurie (remote), T. DeLoach (remote)

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## I. Opening Items

**A. Record Attendance**

**B. Call the Meeting to Order**

C. Bator called a meeting of the board of trustees of Alma del Mar to order on Monday Feb 27, 2023 at 9:06 AM.

**C. Good & New**

**D. Approve Board Meeting Minutes 1/27/2023**

L. Hicks made a motion to approve the minutes from Board Meeting on 01-27-23.

I. Almeida seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

A. Cortez Aye  
C. Bator Aye  
Y. Dennis Aye  
M. Rosario Aye  
I. Almeida Aye  
J. Baptist Absent  
G. Fortes Absent  
C. Holley Absent  
L. Hicks Aye  
M. Bride Absent

**II. Executive Director Report**

**A. Dashboard**

T. DeLoach reported that we will share out an updated Dashboard next week due to a staff leave of absence and school break week.

**B. Executive Director Report**

T. DeLoach shared highlights from her E.D. Report about the Ottiwell Campus principal transition process. She also shared about recent hiring news.

Y. Dennis asked about coverage of Title IX work at Alma during E. Darrow's leave of absence. T. DeLoach responded with the staff members as well as our legal team for investigative purposes.

**III. Academic Excellence**

**A. Q2 Academic Update**

T. DeLoach shared highlights from the Q2 interims and academic progress, stating that Alma's team is seeing measurable progress over time and continue on the course of action we began on in August. We know that this will be a longer time frame for academic recovery for our scholars.

C. Hicks asked about additional actions that could be pursued to help with math and science recovery, including the possibility of programming during April vacation or summer break.

A. Cortez shared that at her care center, her staff are recognizing that children are very stressed and struggling with mental health issues, and that may be creating more barriers for academics. She suggested that we look at more social emotional supports.

#### **IV. Finance**

##### **A. Additional Compensation Proposal**

L. Hicks made a motion to approve use of \$500,000 for additional compensation for Alma staff during the 2022-2023 school year.

Y. Dennis seconded the motion.

T. DeLoach explained that retention of high performing and high potential educators is priority, and compensation is one key way we do this.

Y. Dennis asked whether any of the bonuses are tied to performance reviews. T. DeLoach explained that one bonus is for appreciation for all staff, and the other is a signing bonus for the staff we invite back to work at Alma again next year. The board **VOTED** to approve the motion.

##### **Roll Call**

J. Baptist Absent  
A. Cortez Aye  
I. Almeida Aye  
M. Bride Absent  
Y. Dennis Aye  
L. Hicks Aye  
M. Rosario Aye  
G. Fortes Absent  
C. Bator Aye  
C. Holley Absent  
I. Almeida left.

##### **B. Finance Committee Goals**

#### **V. Development**

##### **A. Spring Engagement**

Pushed to March meeting

#### **VI. Governance**

##### **A.**

**Diversity, Equity, and Inclusion Next Steps**

pushed to March meeting

**B. Committee Goals**

**C. Board Self-Assessment Results**

pushed to March meeting

**VII. Other Business**

**A. Update to Open Meeting Law Regulations**

T. DeLoach explained the updates to Open Meeting Law regulations that will begin after March 31, 2023. This includes that there must be an in-person quorum for a meeting, and any remote participation should be limited and due to extenuating circumstances.

**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 9:36 AM.

Respectfully Submitted,  
B. Kurie

**B. For Reference- Board Calendar of Monthly Activities**

**C. For Reference- Committee Goals 2021-2022**