APPROVED

Alma del Mar

Minutes

Board Meeting

Virtual, On Zoom

Date and Time
Monday February 27, 2023 at 9:00 AM

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)

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

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