APPROVED

Alma del Mar

Minutes

Board of Trustees Meeting (VIRTUAL)

Date and Time
Friday March 29, 2024 at 9:00 AM

Anti-Racism Statement: Alma del Mar strives to be an anti-racist institution. We seek to dismantle racist and white supremacist structures in pursuit of justice and racial equity. We will fight against racism when we encounter it both within and outside of our school community. We will actively work to ensure that all of our community members, including scholars, families, and staff, feel included, celebrated and empowered. By resisting racism and white supremacy, we will lay the foundation to challenge all forms of oppression.

Trustees Present
C. Bator (remote), C. Holley (remote), D. Melo, D. Prentiss (remote), G. Fortes (remote), J. Korn (remote), M. Bride (remote), M. Rosario (remote)

Trustees Absent
A. Cortez, C. Wood, Y. Dennis

Trustees who arrived after the meeting opened
D. Melo

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

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Prentiss called a meeting of the board of trustees of Alma del Mar to order on Friday Mar 29, 2024 at 9:07 AM.

C. Equity Moment

G. Fortes shared the story of local Black educator Martha Briggs in honor of Women's History Month. She encouraged trustees to learn more about the Martha Briggs Educational Club in New Bedford: https://www.facebook.com/MarthaBriggsClub/

D. Approve February Board Meeting Minutes

M. Bride made a motion to approve the minutes from February Board of Trustees Meeting (VIRTUAL) on 03-01-24.
J. Korn seconded the motion.
Asked to fix acronyms when referencing the Board's REDI plan
The board **VOTED** to approve the motion.

Roll Call

Y. Dennis	Absent
C. Bator	Aye
G. Fortes	Aye
D. Melo	Absent
A. Cortez	Absent
C. Holley	Aye
M. Rosario	Aye
M. Bride	Aye
J. Korn	Aye
D. Prentiss	Aye
C. Wood	Absent

II. Executive Director Report

A. Dashboard

T. DeLoach reported that in school suspensions have increased significantly over the past few months. She is working with the Principals and Deans of Culture to identify causes and put plans into place to decrease situations leading to suspensions.

B. Executive Director Report

T. DeLoach reported that we have provided a robust approach to compensation for staff. All staff received a mid-year raise this month, retroactive to the beginning of the school year. All returning staff will receive a 4% increase for next year.

T. DeLoach also announced that the Douglass Campus principal will depart at the end of the school year. Senior Leaders have already begun work with a recruiter, and that position will be posted soon.

III. Academic Excellence

A. 8th Grade Civics Project

MCAS testing begins April 1 with ELA, then Math, Civics and Science in May.

All trustees are strongly encouraged to attend the Civics Fair on April 10th at the Douglass Campus.

IV. Development

A. Fundraising Updates

Fundraising remains on track to reach our goal.

B. Board Development Plan for 2023-24

We ask all trustees to help introduce three new folks to Alma by inviting them to attend an event or tour the school. Again, this is about cultivating new connections, not soliciting donations. Ideal visitors include, but are not limited to:
a. Local community leaders or activists
b. Folks passionate about education and/or New Bedford youth
c. Anyone interested in new volunteer opportunities

As you identify a potential visitor, you may contact the Director of Development for support and to share information about the person. The Director of Development schedules and facilitates the visit. Visits are led by a prepared middle school scholar who will also give the visitor a sense of what a day at Alma looks and feels like for them personally.

V. Finance

A. DRAFT-FY25 Budget

C. Holley presented the draft budget for fiscal year 2025, along with the financial highlights section including:

Revenue - Has changed since last report due to the tuition rate change (conservative projections)
Personnel - 4% increase in staff pay increases
Other fixed charges - Insurance line - projecting significant increase in health care

VI. Governance

A. Board Meeting Time & Format

D. Prentiss shared the proposal that board meetings be shifted to five per year, timed with academic quarterly updates as well as the annual meeting.

J. Korn suggested the meetings shift to being in person to support the relationship building. He also asked about an attendance policy/requirement for trustees. Other trustees agreed that attendance must be prioritized and expected for all trustees, especially if meetings are held less frequently.

B. REDI Plan Work Time

G. Fortes presented the current priority for the board to work on, with a focus on making decisions through an equity lens.

M. Bride asked when the board was last surveyed on how trustees feel the Board and school is doing on equity priority work. C. Holley reported that the board was polled again in January.

G. Fortes shared that this work takes time and the more the committees and the board practice decision making through an equity lens, the more natural it will come. Committees must be practicing this as well.
Prentiss said that the REDI plan calls for the Board to adopt the practice of using a consent agenda and that will be implemented soon
G. Fortes asked that committees should include the organization's anti-racism statement and the equity lens summary at the top of each meeting agenda to serve as a reminder.

C. Open Meeting Law

C. Bator provided an overview of Open Meeting Law as a reminder to all trustees.
D. Melo arrived.

VII. Other Business

A. DESE Site Visit

T. DeLoach shared briefly how the DESE Core Site Visit went at the schools last week. A full report will be shared out in a few months. Thank you to the trustees who participated in the focus group with DESE!

B. Teacher (and Staff) Appreciation Week: May 6th-May 10th

T. DeLoach asked for trustees to consider providing a gift basket or gift card to use for a special raffle activity to be held during Teacher (and Staff) Appreciation Week from May 6-10th.
G. Fortes made a motion to nominate Isabel Almeida to Alma del Mar's Advisory Council.
M. Bride seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
M. Bride	Aye
J. Korn	Aye
G. Fortes	Aye
M. Rosario	Aye
C. Wood	Absent
C. Holley	Aye
A. Cortez	Absent
D. Melo	Aye
D. Prentiss	Aye
C. Bator	Aye
Y. Dennis	Absent

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 10:27 AM.

Respectfully Submitted,
B. Kurie

B. For Reference- Board Calendar of Monthly Activities

C. For Reference- Updated Calendar of Meetings for AY23-24

Documents used during the meeting

None