APPROVED

Alma del Mar

Minutes

Alma del Mar Board of Trustees Meeting

Date and Time
Monday May 19, 2025 at 10:30 AM

Location
VIRTUAL, on Zoom

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. ***Please read the Equity Lens Guidelines in the Opening Items below before the meeting.***

Trustees Present
C. Bator (remote), C. Holley (remote), D. Melo (remote), D. Prentiss (remote), G. Fortes (remote), J. Fox (remote), J. Korn (remote), J. Wallace (remote), M. Rosa (remote)

Trustees Absent
A. Cortez, C. Wood, M. Rosario

Trustees who arrived after the meeting opened
C. Bator, M. Rosa

Guests Present

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

I. Opening Items

A. Equity Lens Guidelines

B. Record Attendance

C. Call the Meeting to Order

D. Prentiss called a meeting of the board of trustees of Alma del Mar to order on Monday May 19, 2025 at 10:32 AM.

D. Approve March 24, 2025 Board Meeting Minutes

J. Korn made a motion to approve the minutes from the last board meeting Alma del Mar Board of Trustees Meeting on 03-24-25.
D. Melo seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Vote to Approve Alma del Mar Strategic Plan 2025-2029

C. Bator arrived.
M. Rosa arrived.
G. Fortes made a motion to approve the Strategic Plan for 2025-2029.
M. Rosa seconded the motion.
Final version is here for approval!
The board **VOTED** unanimously to approve the motion.

F. Vote to Approve Board Attendance Policy

C. Holley made a motion to approve drafted Board of Trustees Attendance Policy.
J. Wallace seconded the motion.
Drafted attendance policy for those who may have issues attending board meetings, to discuss with trustees if there is an attendance issue, and to have expectations as a trustee on Alma's board.
The board **VOTED** unanimously to approve the motion.

G. Vote to Approve New Board Member

J. Korn made a motion to approve Steve Furtado as a new trustee to Alma's Board of Trustees.
J. Fox seconded the motion.
Accepting Steve Furtado to the Alma Board of Trustees. He's familiar with other charter schools and has an impressive background and would be a great asset to the board
The board **VOTED** unanimously to approve the motion.

H. Vote to approve 2025-2026 Alma del Mar School Year Calendar

G. Fortes made a motion to Approve the calendar for next school year.
J. Korn seconded the motion.
Calendar will be similar to previous calendars. Change to winter break for a shorter winter break as voted by the staff of Alma.
The board **VOTED** unanimously to approve the motion.

II. Executive Director Report

A. Dashboard

Taylor:

- Data on dashboard remains stable across indicators
- Keeping an eye on out of school suspensions as its trending higher than what's targeted for the school year
- Director of Culture is working with Campus Deans of Culture to determine why rates are higher
- Putting plans in place to decrease these numbers next school year
- Alternative ways: incorporating service actions to be extended over time to keep scholars in school and keep them accountable for their behaviors with hopes to change the behaviors

B. ED Report

Taylor:

- Charter Renewal w/ DESE 5 year renewal process
- Renewal application due August 1. 2025
- Goal is to be renewed without conditions- no corrective actions or extra monitoring are needed
- Board meeting will need to be held in late July for approval ahead of the application being sent in Aug.
- Some trustees will need to be present for interviews from DESE on how the board governs the school
- Options for dates for July Board Meeting- Tues 29 or Weds 30 9am-4pm, virtual, with Weds July 30th being a better option for more trustees to attend

III. Academic Excellence

A. Q3 Academic Update

Taylor:

- Due to MCAS, ELA interims were not conducted

- Only math and K-2 Literacy data
- Academic performance remains consistent
- This yrs' data was anticipated to be stagnant compared to last yr. because a lot of energy was going into what was going to be true of the strategic plan

B. Academic Excellence Update

John Korn

- Teachers who don't have a bachelor's degree
- Alma currently doesn't have financial support to help teachers get these certifications
- Teachers Degree Completion Program-required to hold a BA degree, be SEI endorsed, and pass the MTELs for positions
- 12 teachers don't have a BA, are in high demand positions are long term staff, and has a strong record of retention at Alma, some of the best that Alma has on staff
- 6 teachers hold AA's and 6 have some or no college work
- Proposal to help teachers -Duet SNHU Pathway Program-Affordable-$2600 per term, Flexible, Coaching support, and unlimited credits per term
- With a Pell Grant, tuition can be reduced even further
- Will need to complete 20-40 courses for 2.5-5 years to complete
- Aim to launch for the fall
- Suggested to tap into the financial surplus to provide some funding for teachers to receive funding for completion of degree programs
- Suggestions: Commitments from staff to foster loyalty with expectations to teach at Alma, if staff want to leave Alma, they have to pay the money back to safeguard the school's investment, have some flexibility for other programs if teachers have already started the process on their own, stipulations on what happens if a teacher fails the courses, what's the precedence for new teachers who want to go through this process, or process as a loan that will be forgiven over a period of time

IV. Development

A. April/May 2025 Report

Becca Kurie

- 2 grants are approved- Acushnet Foundation Fund, and the Bristol County Savings Charitable Foundation
- Graduation dates- (Ottiwell Campus)Weds. June 11- & (Douglass Campus)Thurs. June 12; trustees to take note to attend
- 1-2 trustees to attend a check presentation ceremony to be held at the Providence Marriott Downtown on Weds June 18, in Providence RI.

V. Finance

A.

FY25 Q3 Financials

J. Wallace made a motion to approve the surplus spending by Finance Committee.
D. Melo seconded the motion.
Charles Holley

- Ending the school year, north of $1 Million after spending on phone/intercom system and Chromebooks
- Proposed Surplus Initiatives- Staff Appreciation Bonus ($250,000), Chromebook Order, Textbook Purchase, Contribution to R&R with any remaining surplus

Taylor

- Staff Thank You Bonus-each staff will receive at the end of the school yr.
- Giving $1200 for each staff member, great motivator for those who haven't decided to stay with Alma for next school year
- Non merit based, everyone receives the same amount, 1 time bonus
- Considered performance based raises, and for staff appreciation as well, no "air tight" way to justify paying people less or others more
- 1st year to be able to give this much to staff
- Concerns about everyone getting the same amount-if some staff are top performers and others are less performers, being careful of what messages are being sent
- Suggestions-based on years of service

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

B. FY2026 Final Budget

J. Korn made a motion to approve the FY2026 Final Budget.
J. Wallace seconded the motion.
Charles
Budget Highlights:

- Tuition - 6.7% increase (projected rates more stable/predictable post ESSER years)
- Fundraising - Assumes no private funding however fundraising will still be a priority for specific programs/initiatives
- Salaries - No additional FTE's, 4% increase
- Fringe - Benefit renewal process started, will be going out to bid, rates expected end of April
- SPED Contr Ser - Increase based on FY25 spending and need for a contracted SLP

- Operations - Increase in utilities, overall increase in service provider rates and maintenance for 765 Church Street
- Contingency - remains at 2%

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

C. Investment Account

D. Melo made a motion to open an investment account at Fidelity.
J. Korn seconded the motion.
Charles

- Review financials between school and investment accounts
- Cash moved to an account to gain interest and work for Alma
- Approval to move to Fidelity account because other money is there, but looking at other companies as well to compare rates.
- Putting together an investment policy for a financial advisor to help improve the performance of the dollars to build interest for Alma
-

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

D. Banking

D. Melo made a motion to approve Kristen Haley, Network Director of Operations as a signor on all school bank accounts.
J. Wallace seconded the motion.
The board **VOTED** unanimously to approve the motion.
J. Wallace made a motion to approve Taylor to be the only signatory regardless of amount until the Director of Network Operations is onboarded and added to bank signature cards.
M. Rosa seconded the motion.
The board **VOTED** unanimously to approve the motion.
J. Wallace made a motion to approve a change in the financial threshold that requires dual signatures on checks from $5k to $15k.
J. Fox seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Governance

A. REDI Plan Update

Chauneen was unable to attend the board meeting, so there were no REDI Plan updates

VII. Other Business

A.

Executive Director EOY Evaluation

Emails will be sent to Board members to fill out survey within 2 weeks to get through eval. process for Taylor as Executive Director for 2024-2025 school year.

B. Charter Schools - State and Federal Landscape

- The Massachusetts Charter Public School Association is continuing to keep charter leaders up to date with state and federal political developments related to the charter sector
- A recent positive development is that the Governer's most recent draft bill included a $100 increase in facilities per pupil funding. The Charter Association has been advocating for this for a long time
- At the federal level, they are monitoring the Supreme Court case involving the religious charter school in Oklahoma
- At the state level, they are monitoring bills that would negatively impact charter school funding
- We should remain prepared to engage in advocacy to support the MA charter sector

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 11:52 AM.

Respectfully Submitted,
D. Prentiss

Documents used during the meeting

- Alma del Mar 2025-2029 Strategic Plan_VSHARE_May 2025-1.pdf
- DRAFT AdM Board Attendance Policy.pdf
- Steven Furtado Sr. Resume.docx-1.pdf
- DRAFT AY2025-2026 Alma del Mar School Year Calendar (2).pdf
- AY2024-25 Alma del Mar Board Dashboard - May 2025.pdf
- E.D. Report 5-19-25.pdf
- Q3 Academic Update for Board_May 2025.pdf
- May 2025 DevComm Report.pdf
- 1. FY25 Balance Sheet 3.31.25.pdf
- 2. FY25 Combined P&L 3.31.25.pdf

- 3. FY25 Campus P&L's 3.31.25.pdf
- FY26 Draft2 Combined Budget.pdf
- FY25 Cash Flow.pdf