APPROVED

Alma del Mar

Minutes

Alma del Mar Board of Trustees

Date and Time
Wednesday March 18, 2026 at 5:30 PM

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), J. Fox (remote), J. Korn (remote), J. Wallace (remote), M. Rosa (remote), S. Furtado (remote)

Trustees Absent
C. Wood, M. Rosario

Trustees who arrived after the meeting opened
D. Melo

Guests Present
B. Kurie (remote), New Bedford Cable Network (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 Wednesday Mar 18, 2026 at 5:32 PM.

D. Approve Board Meeting Minutes

J. Wallace made a motion to approve the minutes from Alma del Mar Board of Trustees on 02-25-26.
J. Korn seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Wood	Absent
D. Melo	Absent
M. Rosa	Aye
M. Rosario	Absent
S. Furtado	Aye
J. Fox	Aye
C. Bator	Abstain
J. Korn	Aye
D. Prentiss	Aye
C. Holley	Aye
J. Wallace	Aye

II. Executive Director Report

A. March 2026 Board Dashboard

B. Executive Director's Report

T. DeLoach reported on the enrollment applications that were received during this past recruitment season, noting that applications were only slightly lower this year. We saw an increase in Spanish-speaking family applications and continue to refine our recruitment strategies to ensure we are reaching all families across the city.

T. DeLoach also reported that we are entering offer season for returning staff. We are offering a 4% increase to all eligible staff, as well as a recommit bonus to those who sign on by a set date early this spring.
D. Melo arrived.

S. Furtado asked about a timeline for the new business manager role, which T. DeLoach stated that job posting was published today and we are eager to hire the right person, as soon as possible.

C. Bator asked whether T. DeLoach feels the current compensation package is sufficient for securing the best teachers and talent for Alma. T. DeLoach stated that we are looking a harder look at the approach to compensation as part of our Strategic Plan, knowing that being able to offer a competitive and appealing salary for teachers is an ongoing topic.

T. DeLoach reported that on the heels of our DESE charter renewal, Alma will be working on a new Accountability Plan as well as planning action steps to resolve issues from the renewal process.

III. Development

A. 8th Grade Civics Fair

B. Kurie shared that donations continue to come in after the holidays, including from donors who we hadn't heard from for a few years. B. Kurie will send out an invitation to the 8th Grade Civics Fair, which is a great opportunity to bring friends in to see the school and interact directly with our oldest scholars.

B. Kurie shared that her final day with Alma del Mar will be Friday, April 3, though she will remain on in a contract role to support with the transition through the end of the school year.

IV. Finance

A. FY27 Draft Budget

T. DeLoach reported that the state budget includes an 8 percent increase for education.

J. Korn asked about how the draft budget may relate to supporting teachers seeking qualifications and the Duet Program.

B. Investment Advisor Proposal

D. Prentiss shared about two advisors who responded to Alma's RFP for an investment advisor, in part thanks to recommendations from Alma's Advisory Council. FinComm reviewed the proposals last week and Boston Family has been selected as the preferred group to be recommended to the Board. J. Korn recommended we secure a multi-year contract; though J. Wallace asked about potential risks involved with a multi-year contract. J. Wallace asked that there be a quarterly review of performance. J. Wallace also asked about the anticipated balloon payment and potential options.
J. Fox made a motion to authorize Alma del Mar Foundation to enter into negotiations with Boston Family investment advisory services.

C. Holley seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Wood	Absent
J. Wallace	Aye
J. Fox	Aye
C. Bator	Aye
D. Melo	Aye
J. Korn	Aye
M. Rosa	Aye
S. Furtado	Aye
D. Prentiss	Aye
C. Holley	Aye
M. Rosario	Absent

V. Governance

A. Board Retreat Follow Up

D. Prentiss shared more about the Board Retreat from January and posed the question of how the board can fulfill its governance responsibilities in that our equity goals are being achieved as we proceed with our strategic plan work. What is the equity element within our strategic plan? How do we ensure we are getting outcomes for ALL our scholars? The Governance Committee will continue to lead on this work with collaboration from the Academic Excellence Committee and the broader Board of Trustees.

J. Korn asked that the strategic plan be a standing item on the board's meeting agendas to ensure the board is informed of all progress.

VI. Other Business

A. Additional Compensation Proposal

T. DeLoach shared that C. Fisher has identified an anticipated surplus and asked the Board to consider approval of a thank you bonus to be funded by a portion of the surplus. T. DeLoach has proposed a $500 thank you bonus for every staff member to be presented during the Annual Staff Retreat on April 17th. While we do not yet know the exact surplus amount, we anticipate this being a fair, and conservative amount.

C. Holley reported that FinComm will confirm the surplus amount prior to bonuses being paid out in April.
J. Fox made a motion to approve a $500 thank you bonus to all Alma del Mar staff members to be paid out in late April 2026.
J. Korn seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Holley	Aye
D. Melo	Aye
M. Rosario	Absent
C. Wood	Absent
C. Bator	Aye
M. Rosa	Aye
J. Wallace	Aye
J. Korn	Aye
D. Prentiss	Aye
J. Fox	Aye
S. Furtado	Aye

VII. 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 6:17 PM.

Respectfully Submitted,
B. Kurie

Documents used during the meeting

- AY2025-26 Alma del Mar Board Dashboard - March 2026.pdf
- E.D. Report 03.18.26.pdf
- Alma Commissioner Renewal Letter 2026.pdf
- FY2026-27_Budget_Highlights.pdf
- 1.FY27_Draft_Budget.CombinedComparison.pdf
- 2.FY27_Draft_Budget.Combined.pdf
- 3.FY27_Draft_Budget.Ottiwell.pdf
- 4.FY27_Draft_Budget.Douglass.pdf
- 5.FY27_Draft_Budget.Network.pdf
- Proposals_Worksheet_by_Priscilla_Updated.xlsx
- Boston_Family_202602_Alma_del_Mar_Request_for_Proposal_FINAL_2_.pdf
- Boston_Family_2025-ADV-Part-2A-Brochure.pdf
- Edward_Jones_UMA_Composite_returns.pdf
- Plimoth_Investment_2026.02.06_Alma_del_Mar_Charter_School_RFP_-__PIA.pdf
- Rockland_Trust_RFP_Alma_del_Mar_Charter_School_2.4.26.pdf

- Alma Board Member Retreat 2026.docx.pdf
- Alma BOD REDI Retreat_ Jan 2026.pdf
- 2026 Additional Compensation Proposal for Board.pdf