



GIRLS ATHLETIC LEADERSHIP SCHOOLS



THE BOYS SCHOOL OF DENVER

GALS and BOYS empowers students to succeed academically, lead confidently, live boldly, and thrive physically.

**Board of Directors Meeting**  
**Monday, August 20 2018, 5:00-7:00 pm**  
**GALS - 750 Galapago, Denver, CO**  
Minutes

**Board Members Present**

Jennifer Evans  
Frank Rowe  
Liz Romer  
Ed Likovich  
Ethan Hemming  
Katie Kellen  
Julie Fincham  
Melisa Kotecki-Schlote  
Kristina Campos  
Emily Wasserman

**Board Members Absent**

Stalker Henderson  
Adam Burrows

**GALS Staff**

Carol Bowar  
Trace Faust  
Sara Shapiro  
Carrie Donovan  
Melissa Flores  
Felicia Soifer  
Dorian Bennett  
Mike Clark



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5:07	Welcome and introductions
5:10	Approval of July 16, 2018 Minutes passed unanimously.
5:11	Public Comment none
5:12	<p><u>School Updates</u></p> <p><b>GALS MS</b> - Sarah showed a video and reviewed the school schedule that aligns with high school schedule. Reviewed academic accelerators for students with additional identified needs. Completion of the mile!</p> <p><b>GALS HS</b> - Carrie reviewed how the changes in GALS inc impacted the high school. Created Just be fierce theme - be who you are and be fierce about it.</p> <p><b>BOYS School</b> Dorian reported on highlights for year 2. 149 boys in the building. Reviewed staff changes. Created instructional leadership team (BLT). Started running module and boys ran 1 mile. Creating a sense of culture and a culture of belonging and a sense of brotherhood with every interaction. Felicia shared the revised bell schedule and rationale.</p> <p><u>Financial Committee</u> discussion led by Melissa.</p> <p>Financial Audit completed 2 weeks ago. Reviewed unaudited financial statements. FY18 Year End - reviewed variances.</p> <p>FY19 Financials and budget will be reviewed in September. Ethan asked about DPS budget estimates, Melissa 637 students for funded pupil count.</p>
6:10	<p><u>Organizational Updates and Board Discussion</u> led by Carol</p> <p>Board of Directors Shirts - send Carol your t-shirt size</p> <p><b>Annual Strategic Focus Areas</b></p> <p>She reviewed focus areas and framework to create annual goals.</p> <ol style="list-style-type: none"> <li>1. Ongoing improvement of holistic model</li> <li>2. Build operational capacity</li> <li>3. Grow impact through influence and expansion</li> <li>4. Embrace and emanate culture of competence</li> </ol>
7:10	<p>Carol handed out a sheet of Annual Goals for schools and departments for review.</p> <p>Next steps: plan to refine goals with measurable indicators, creating quarterly strategies for work, and assigning work tasks</p> <p>Progress monitoring: In programmatic leadership team bi-weekly meetings and HOS weekly one on ones with Carol.</p> <p><b>Board Goals</b></p> <ul style="list-style-type: none"> <li>● Board has diverse membership that meets organizational needs</li> <li>● fundraising systems are clear and supported by all board members</li> <li>● framework for growth decisions is established (BOYS HS decision 5-10 years in CO)</li> </ul> <p><b>BOYS Facility Update:</b> no further developments in securing a location for BOYS school through DPS. Continuing conversations with City Point Church.</p>
6:50	



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6:55	<p><b>Proposal for Leadership Scales</b></p> <p>Carol shared her research of leadership pay scales of like organizations and need to bring in closer alignment with the market.</p> <p>Kristina made a motion to authorize Carol to adjust the leadership pay scale Liz second. Motion passed unanimously.</p>
7:05	<p><b>Governance Committee</b> - New Google Drive folder for the Board documents.</p> <p>Emily presented the work of the governance committee. Board Agreements and Conflict of Interest Policy documents reviewed and signed by members present.</p> <p>Governance committee recommend renewing the terms of the three parent reps.</p>
7:08	<p>Motion to renew the terms Katie and Melisa for one year and the terms of Kristina and Julie for 3 year terms passed unanimously.</p>
	<p>Adjourn</p>



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<b>Dates of Note:</b>	<b>Board Meetings:</b> August 20, 2018 <b>Summer Calendar:</b> First day back for leadership; July 11, first day back for teachers, August 3 <b>First day of School for 2018-19:</b> August 15, 2018
	<b>2017-18 Board Priorities:</b> 1- Organizational Growth to Sustaining, 2- Governance Systems, 3- Fundraising Support

*\*As required by the Sunshine Act, this board meeting is open to the public.*  
*\*\*Please direct all questions to Carol Bowar at [carol.bowar@galschoolsdenver.org](mailto:carol.bowar@galschoolsdenver.org)*