



Board of Directors Meeting
Monday, May 18, 2020, 5:00-7:00pm
Via ZOOM Video Conference

Board Members Present

Frank Rowe
Katie Kellen
Emily Wasserman
Julie Fincham
Barbara Washington
Jennifer Evans
Pam Horiszny
Ed Likovich
Jamaica Burke
Ethan Hemming
Amy Friedman
Adam Burrows

Board Members Absent

Kristina Campos

GALS Staff

Carol Bowar
Carrie Donovan
Sara Shapiro
Dorian Bennett
Felicia Soifer
Nina Safane
Melissa Flores
Trace Faust
Julie Dolin
Trace Faust

Jennifer calls the meeting to order.

There is no public comment.

The heads of school provide updates regarding the switch to online learning and the end of the year.

- Dorian: Attendance is averaging 80%. Staff continues to reach out to encourage full participation. BOYS has moved to pass/fail grading. There is a big push to make sure that the students have momentum going into next year. Continuation planning is going well. They will deliver yard signs this week, there will be a Zoom continuation, and a parade.
- Donovan: Donovan provides an overview of end of the year activities. The school is handing out diplomas and preparing a video that everyone will gather to watch on May 28. 26 of 27 students will graduate. AP Testing is moving forward. The futures ceremony was last week. She emphasizes that they are still holding special events which are allowing kids to feel connected. She also commends the intervention team who is doing a remarkable job, and teachers for being creative. Donovan also discusses some of the struggles with online learning, including problems with the technology, the number of emails, and other responsibilities that are landing on the students.



- Sara: Middle school has a 93% average attendance rate! GALympics is moving forward and bringing a lot of joy. The school is also helping students understand and focus on what is in/out of their control, and how to separate the two. Sara notes that GALS' emphasis on social emotional wellbeing is key right now. For continuation, the middle school is preparing a video. The middle school is hosting a New to GALS Night on Thursday.

Julie discusses how well GALS is doing and how much more they've offered. She notes that the schools have managed to keep the relationship piece. Ethan and other parents echo Julie.

Jennifer thanks Dorian, Felicia, and Sara for their leadership.

Carol provides an update regarding planning for next year and how finances are impacting this. First, she explains some of the staffing and scheduling changes that she is planning to make in light of projected tight budgets. Second, she discusses the state budget and how that will affect PPR. We expect DPS to tell us to plan for a 10% reduction due to the uncertainty that currently exists.

Trace provides an update on retention and recruitment. On the retention side, we are doing really well. Trace is engaged in a texting campaign that has been pretty successful. She is also working on Facebook ads, which have also had some positive responses. GALS will also implement an "adopt a family" program so that new families feel connected to the school and community.

Carol discusses the BOYS School closeout process. That staff is doing really great things for the students. However, they are in a really tough spot, and it is hard to support them from a distance.

There is no new information about the renewal process for the high school. There is supposed to be a kick-off meeting sometime in May, but it has not been scheduled yet. Carol will provide updates as they are available.

Carol leads a discussion regarding school finances. GALS continues to monitor PPP updates closely and is preparing to be ready to submit for loan forgiveness. We are still looking at ending in red due to some changes from foundations and salary changes that were discussed at the April meeting.

Carol discusses various enrollment and PPR reduction scenarios. Carol sent a draft budget to DPS on May 15, although doing so was not necessary. At a 10% PPR reduction, we will end very far in the red, even at an optimistic enrollment projection. At a moderate enrollment number, we run the risk of using the majority of our reserves. Ethan asks questions about staff ratios and how to maintain core GALS values in light of potentially dire financial conditions. The Board and finance committee are monitoring the situation, but at the moment, there is too much uncertainty to make any decisions.

Felicia asks a question about what budget information we are sharing with Staff and Parents. Carol explains that with Staff, she started discussing budget constraints in April when we decided to freeze salaries. There was a second round of all staff meetings last week. The response from staff has been positive. There has also



been a communication to families that we expect to be using a hybrid in-person/online model next year. However, at this point, there is a lot of uncertainty and so it is hard to provide updates.

GALS has retained Philanthropy Experts to do a bit more to help with fundraising next year. We will also be launching a Board development committee.

Carol leads a discussion regarding changes to the bylaws. She raises the issue of voting by proxy and there are some questions. Pam asks about the 3 x 3-year term limit and questions whether a 2 x 3-year term limit might make more sense. The term limit issue is put to the governance committee to discuss. There is a motion to approve the Amended Bylaws as circulated. The motion is seconded. The Motion passes unanimously.

Emily provides an update on governance leadership. Pam will be the new treasurer. Jennifer has decided that it is time to select a new chair. The Board thanks Jennifer for her leadership for the last several years and discusses considerations for electing a new chair.

The meeting is adjourned.