



Lincoln Academy Board of Directors

The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment

The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education

Approved Minutes for Regular Board Meeting

Monday, January 11, 2021 at 7:00 p.m.

Lincoln Academy Charter School, 7180 Oak Street, Arvada, CO

Zoom® Meeting Platform information:

Meeting ID: 883 3555 6981

Passcode: Leopards

Notes:

- To comply with current public health orders to limit gathering size, only Lincoln Academy Board of Directors and other necessary personnel may attend in person. Everyone in attendance must following all posted health and safety precautions.
- For Public Comment, you must sign up by 6:00 p.m. on the day of the meeting. (Sign up link available [here](#)) Public Comment will be facilitated through Zoom Meeting Platform.

1. Preliminaries

- a. Call to Order At 7:04pm.
- b. Roll Call: Amber Bilby, Stephanie Trowbridge, Jeff Baucum, Janelle Johnson, Sarah Wasinger
Via zoom: Phil Courtney
Guest in the room: Doug Neely, Lori Woods
- c. Reading of Mission and Vision
- d. Welcome Guests: 43 guests via zoom.
- e. Announcement: Resignation Letter of Kara Bohannon
- f. Public Comment (Stephanie Trowbridge)

2. Consent Agenda

- a. Agenda for January 11 Regular Meeting approved by consent. Approved consent.
- b. Approval of Minutes – December 14 regular meeting approved by consent. Approved by consent.

3. Report from Lincoln Academy Staff

- a. No teacher signed up for this month.

4. PTO Report (Guest – Micah Gilbreath)

Gave a rundown on everything that was done over the holidays. It was also in the Lincoln Loop.

5. Principal Report (Janelle Johnson) as posted online.

Will have an updated grievance policy for the Board to look at by January 29th. We will need a vote at February's meeting.

6. Committee Reports

- a. Executive Director Search Committee (Guest – Carrie Giddings)

Motion 49-1-21: Stephanie Trowbridge motioned to amend Motion 48-12-20 Discussion and Resolution of Leadership Structure for 2020-2021 on December 14, 2020 Item 3 from "Hiring Committee" to "Search Committee" to represent the name change of the committee. Seconded by Amber Bilby. Motion passes unanimously.

Members of the Group: Jeff Baucum (Facilitator), Megan Denis, Karen Dwyer, Suzanne Fries, Carrie



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Giddings, Anita Gimple, Monica Matlick, Debbie McNutt, Calee Schrock, Lindsey Tomsick, Stephanie Trowbridge (facilitator), Lori Woods, Ryan Younkerman, Micah Gilbreath

- Job is posted in three places. Hub, LA Website, League of Charters page.

- b. Finance (Jeff Baucum) as posted online.
- c. School Accountability (Sarah Wasinger) as posted online.
- d. Facilities (Phil Courtney) with the help of Lori Woods. PA System being updated, Staff working on the return of students, continued work on 72nd expansion project and what will take place on LA Property, working on paperwork for the refinance.

Motion 50-1-20: Phil Courtney motion to approve Jeff Baucum as a Board representative for the Building Corporation. Sarah Wasinger seconded. Motion passes unanimously.

- e. Development (Stephanie Trowbridge) No report
- f. Governance (Kara Bohannon) No report

7. Unfinished Business

- Board module trainings. Should have 10 by end of month.
- Test link for the family survey will be sent out to test and be ready to talk about by February's Board meeting.

8. New Business

- a. Consideration of Applications for Open Board Position (Phil Courtney). Doug Neely - vote are 2-yes 3-nos.

- b. CORA Policy Updates (Amber Bilby)

Motion 51-1-21: Amber Bilby motioned to approve updated changes to the Colorado Open Records Requests Lincoln Academy School Document as set forth. Jeff Baucum Seconded. Motion passes unanimously.

- c. Approve Board Meeting Notice Location (Amber Bilby)

Motion 52-1-21: Amber Bilby made a motion that the Board meeting posting location be on the Board of Directors web page found at www.lincolnacademy.net. Stephanie Trowbridge seconded. Passes unanimously.

- d. Stephanie Trowbridge and Jeff Baucum gave a run down on the scope of work for Tonie and Trina on the hiring and work on the new ED.

Motion 53-1-21: Amber Bilby motioned to hire Trina Maull for HR support for the Executive Director hiring process to not exceed \$5,500.00 on the job posting and scope of work as well as leadership job description review, and the organization chart effective immediately. Jeff Baucum seconded. Motion passes unanimously.

- e. Board clarified that as the by-law section 3.2 reads that we do have 5 voting members and 1 non-voting member for a total of 6 members. We will start the work on recruiting new board members for the election that will be held in April.

9. Announcements

- a. PTO Meeting Tuesday January 19th at 630pm via Zoom.
- b. SAC Meeting Nothing scheduled
- c. Finance Meeting February 4, 2021
- d. Facility Meeting February no scheduled yet



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- e. Board of Directors Meeting February 8th at 7:00 pm student Center
- f. Board of Directors workshop February 8th at 6:00pm Student Center

10. Adjourn at 9:58pm

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Amber Bilby', is written over the printed name.

Amber Bilby, Secretary
Lincoln Academy School Board of Directors

January 11, 2021

To the Lincoln Academy Board of Directors:

As some of you know, I love to serve and have volunteered many hours to Lincoln in the nearly seven years since my first child was in kindergarten. Up until recent months, I have been proud to do so. However, I am deeply troubled about what I see to be systemic problems in this organization, and just one person is not to blame. In my opinion, it has been a joint effort several years in the making, and lack of accountability, power struggles, personal agendas, and a lack of truth telling have contributed to the crisis we are in.

I am concerned by what I see as the dilution in the academic rigor of Core Knowledge, promised to our kids and families, over the past couple of years at least. Also, the fact that we have recently lost so many excellent teachers, some with whom my own children thrived, seems to be a non-issue by some, which I do not understand.

I am also concerned about the way Board members have been selected in recent years: waiving qualifications determined by the Bylaws, disregarding election processes clearly outlined in the Bylaws, and voting Board members into officer positions who have family members not only employed by the school but reporting to the one employee who reports to the Board.

The fact that the lone Board member applicant (also a former Lincoln Board president) currently under consideration this evening is the spouse of an employee allegedly leading the effort to remove another Board member seems to me unethical, if not suspicious.

Personally, I am no longer willing to do the work necessary or required of members of this Board to oversee the governance of Lincoln Academy. I will continue to serve and volunteer as I am able and as is needed in other ways because I believe it is my duty as a parent to help our school thrive.

So while I have appreciated the opportunity to serve our school as a Director on this Board, I am resigning my position, effective immediately. It deeply saddens me to say I am no longer comfortable supporting this Board as it now sits, but I am not giving up hope. I still believe in the values and mission of Lincoln Academy. We all need to work together—not against each other—to achieve the greatness our kids deserve.

Sincerely,

Kara Bohannon