



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

Minutes for Special Board Meeting

Monday, November 16, 2020 at 6:30 p.m.

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

Zoom® Meeting Platform information:

Meeting ID: 820 6309 5666

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 4pm, the day of the meeting. Public Comment will be facilitated through Zoom Meeting Platform.

1. Preliminaries

- a. Call to order: Meeting called to order by Phil Courtney at 6:30pm
- b. Roll Call: Jeff Baucum, Kara Bohannon, Janelle Johnson, Amber Bilby, Sarah Wasinger, Stephanie Trowbridge, and Phil Courtney.
- c. Welcome Guests: Lindsey Tomsick- Middle School Assistant Principal, Carleen Clark- Legal Counsel
Zoom Guest: 110 Participants
- d. Announcements: Reading letters of resignation from Nathan Alley and Kris Horn (attached Exhibits)
- e. Reading Mission and Vision
- f. Public Comment (Stephanie Trowbridge): Katie Neely, Doug Neely, Mallory Kirkland, Carrie Kavanaugh, Kain Kavanaugh, Jeremy Tanguma, and Elsie Martin.

2. Consent Agenda

- a. Minutes Approval: November 9 minutes approved
- b. Agenda for November 16 Special Meeting: Approved by consent

3. Unfinished Business

- a. Discussion and Resolution for Motions related to Board member Mediation: Jointly determined to not do any Mediation.
 - b. Discussion and Resolution of Formal Grievance:
 - i. Board follow policy in future meetings: Commit to self-evaluation, Board training will be complete. Legal Training was already attended by all board members in November.
 - ii. Board to apologize to Lindsey Tomsick, Personal apologizes.
 - iii. Carleen went over the process of what happened at the October meeting.
 - iv. Hiring of an HR Consultant: one of her jobs is to review the grievance policy make sure that it works for Lincoln Academy culture.
 - v. Final Resolution to get the investigation closed.
4. Meeting Adjourned at 7:44 pm.

Respectfully Submitted,

Amber Bilby, Secretary
Lincoln Academy Charter School Board of Directors

A handwritten signature in blue ink, appearing to read 'Amber Bilby', is written over the typed name and title.

BOARD RESIGNATION LETTER

From: Nathan Alley

Date: November 16, 2020

To: Lincoln Academy Board of Directors

To the Board of Directors,

This letter represents my official notice of resignation from my board position as President, and as a Director of Lincoln Academy, effective immediately, on the 16th day of November 2020.

It is with much regret that I must announce this decision. It has become apparent that my ability to lead the Board in a healthy and constructive manner, has been compromised. I do not step down from my presidency because of any matters of Conflict of Interest, real or perceived, nor is this because of any matters of misconduct. The truth is that I have simply realized that my position on this board has stepped in the way of the Board's ability to move forward on matters of business that are necessary to accomplish the mission and vision of the school. I have great hopes for this school and I must allow others to lead into those hopes. I am also stepping down as a Director of the Board because my involvement in this Board has compromised my own life and the life of my family. I simply cannot keep the pace that the role requires.

I will be happy to ensure a reasonable transition as the vice president steps into this role. As well, I intend on conceding all of my board materials and security passwords back to the organization.

I only ask that the Board work out their past differences and focus their energy on the future. As the greater community of Lincoln Academy, let us not view this as a win/lose situation. See this as an opportunity to shape the future of this great school. I can no longer achieve the work of the Board, but some of you in our community can. And there are many other ways to get involved with our school. So please get involved because we are all Lincoln Academy.

It has been with great pleasure and honor to work alongside the individuals at this organization and I will always appreciate the experience and knowledge I gained during my time here.

Sincerely,

, Nathan Alley

To Lincoln Parents,

11/16/20

I was first alerted to a potential problem at the staff level when 16-year veteran music teacher, Karen Ullman, left Lincoln suddenly in August of 2019. I knew of Karen because I had attended many music concerts over the past 5 years. It is a shock when a highly qualified specials teacher leaves after being a parent and teacher at Lincoln for 20 years.

I had heard of another highly successful teacher leaving the previous year to teach in another district. I later learned that she was a favorite of many children and parents and was an excellent teacher. I read a letter from a family that left Lincoln because of the lack of music in middle school.

These exits prompted me to look closely at parent and teacher surveys to perhaps understand if there was a problem at which the board needed to look. After all, Lincoln has always prided itself on teacher retention and staff well-being and a rigorous Core Knowledge education.

Fast forward a year when Mrs. Bohannon and I rewrote the Principal Evaluation tool because I had noticed that the board had not been effective in evaluating our one employee. Even after starting to use the new evaluation, it was clear that this tool was going to be ineffective in answering my queries. It seemed like I was shut down from asking any questions and that became standard practice on the board.

During this time, I became aware of some troubling rumors regarding some veering away from the mission of Lincoln Academy. I heard from a parent that children were allowed to turn in homework several times; I heard that children were allowed to re-take a test in hope of a higher grade. It especially bothered me when I heard that middle school students were not taking music and art at the level I thought would be required for a Core Knowledge curriculum. There were electives that didn't sound "rigorous" to me. But again, I was not allowed to question these decisions. These are questions I tried to get answered but got push back at every turn. It certainly sounded to me like a rigorous and content rich education were in jeopardy. I still don't know the answers to these questions. There is not a free flow of information between administration and the Board.

Since then, the board has received letters for which we should have allowed our Principal to deal with, but we took it upon ourselves to take that privilege away from her. Now, she and the Board are mired in a mess that has torn at the fabric of the school. I am simply tired of trying to offer wisdom and solutions to a Board that doesn't want to look past friendships and easy fixes. Lincoln does not look like the school that I sent my kids to at its founding. Although I agree that change is necessary to keep up with educational advances, the core of what Lincoln teaches and believes has not changed. Since this doesn't seem to be the direction the board and administration are heading, I don't feel I can effectively serve the school any longer. I feel that I can better use my time to causes that value openness, honesty, integrity and a commitment to mission and vision.

To the letter writers, I am sorry if you don't feel heard. I am sorry that you felt you had to come to the board to get your voices heard. To the children and parents, I hope these issues get resolved before Lincoln looks just like any other district school. I will hold on to the hope that goodness will prevail one way or another and the best days for Lincoln are still ahead.

Sincerely,
Kris Horn