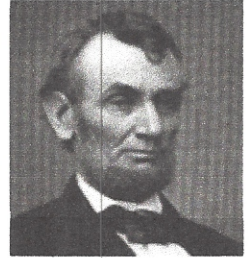




The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.



**Lincoln Academy Board of Directors
Regular Business Meeting**

Minutes for Monday, November 12, 2018

Lincoln Academy
Student Center
6:30 p.m.

1. Preliminaries

a. Call to Order

- i. President Phil Courtney called the regular business meeting to order at 6:35 pm.

b. Welcome to Guests and Introductions

- i. LA Staff Members Present: Cindie Poulter (Business Manager), Jennifer Frost (3rd Grade)
- ii. Community Members Present: Heather Church, Kathleen Lamb, Bob Dyer, Rebecca O'Hara, Myles Ogea, Ereka O'Hara, Patrick O'Hara
- iii. Directors Present: Sarah Wasinger, Bernadette Templeton, Janelle Johnson, Lori Woods, Nathan Alley, Dan Burrows, Nina Sloan, Phil Courtney
- iv. Directors Absent: None.

c. Hearing of Persons

- i. None.

2. Consent Agenda

a. The following items were approved by general consent:

- i. Minutes of the last regular business meeting held 10/8/2018 with minor changes.
- ii. Minutes of the special meeting held on 10/23/2018 with minor changes.
- iii. Minutes of the special meeting held on 11/5/2018 with minor changes.
- iv. Tonight's agenda with no changes.

3. Reports to Board

a. Student/Staff Presentation

- i. 3rd Grade Teacher, Jennifer Frost had two of her students give a presentation on their animal projects from their Core Knowledge unit.

b. Principal's Report

- i. Principal Johnson presented her report, **as posted online**, and there was some discussion. She gave a brief review of the teacher evaluation process, showing significant growth in teacher efficacy. She also gave an overview of the successful Middle School math competition that several Lincoln students attended last week, stating it was an excellent academic experience for our students.

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4. Committee Reports

a. Finance

- i. Board Treasurer, Nathan Alley reviewed financial reports, **as posted online**, reporting that Lincoln Academy is currently on budget with no major concerns at this time, and there was some discussion.
 1. Summary of Financial Audit: Nathan briefly explained important intricacies of the audit (**also posted**), highlighting that Lincoln Academy is healthy and continues to improve.
 2. Compensation Sub-Committee
 - a. Committee members, Nina Sloan and Dan Burrows reviewed the committee report, **as posted online**, and there was some discussion.

b. Development

- i. Development Chair, Nina Sloan presented the report, **as posted online**, and there was some discussion.

c. Governance

- i. Governance Chair, Dan Burrows had nothing new to report.

d. Facilities

- i. Facilities Chair, Lori Woods presented her report, **as posted online**, and there was some discussion. Lori briefly reviewed the details of a meeting with the City of Arvada regarding the widening of 72nd Ave.

ii. **Motion 10-11-2018**

Nathan Alley motioned to charge the Facilities Committee to pursue owner representation with regard to the widening and improving of 72nd Ave. The motion was seconded by Dan Burrows. The motion passed unanimously.

e. School Accountability Committee

- i. SAC Chair, Sarah Wasinger presented her report, **as posted online**, and there was some discussion. She gave an overview of the new SAC Diversity and Inclusion sub-committee.

5. Old Business

a. Ballot Initiatives

- i. Board President, Phil Courtney gave a brief update regarding the ballot initiatives, to include those still pending.
- ii. Dan Burrows left the meeting at 8:45 pm.

6. New Business

a. Adjourn to Executive Session per C.R.S. § 24-6-402(4)(f) (Personnel Matters)

i. Interim Performance Evaluation of the Principal – **Motion 11-11-2018**

1. At 8:47 pm Phil Courtney motioned the Board move into executive session for the purpose of Principal Evaluation. Nina Sloan seconded. A roll call vote was taken. 6 – approved; 0 against; Dan Burrows was not present for the vote.

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2. Dan Burrows re-joined the meeting in Executive Session at 9:08 pm.
3. Dan Burrows had to leave the meeting at 9:47 pm – excused.
4. By general consent, the Board adjourned out of executive session at 10:29 pm.

b. Strategic Plan

Motion 12-11-2018

Nathan Alley motioned to table the Strategic Plan until December. Sarah Wasinger seconded. The motion passed 5 approved, 1 against.

7. Announcements

- a. Next PTO meeting – Tuesday, November 13th, 6:30 PM – Student Center – Sarah Wasinger attends.
- b. Next Regular BoD meeting – Monday, December 10th, 6:30 PM – Student Center.
- c. Next Compensation Committee meeting – Friday, November 16th, 7:00 AM – Upstairs Conference Room.
- d. Next SAC meeting – Monday, November 26th, 6:30 PM.
- e. Next Diversity and Inclusion Subcommittee meeting – Tuesday, December 4th; 6:30 PM.
- f. Next Finance Committee meeting – Thursday, December 6th; 8:15 AM.

8. Board Lessons Learned and Action Items

a. **Lessons Learned**

- i. Making sure to post Board meetings that contain more than 2 board members on the notification board.

b. **ACTION ITEMS**

- i. Incorporate recent policy updates into Ends and Means document. – Dan
- ii. Schedule Board photos and upload bios. – Nina Sloan
- iii. Charge to Finance Committee for modification of Ends Policy in regards to financial condition - Nathan Alley & Finance Committee (update in February; finished document in April)
- iv. Recruit Board Members – All
- v. Create “High School Readiness” and “Alumni” survey for Lincoln graduates – Nina and Sarah
- vi. Bi-annual Board Letter – Phil
- vii. Send specific strategic plan objectives to Phil before the next board meeting. – All
- viii. Update Lincoln Academy Bylaws to Sharepoint and web site – Nina Sloan and Dan Burrows.
- ix. Confidentiality Affidavit – Janelle
- x. Board Module to be completed by December: Accountability
- xi. Update on ballot initiatives for the Lincoln Loop – Nathan
- xii. Janelle to provide the Board feedback on her strategic goals as a result of the mid-term

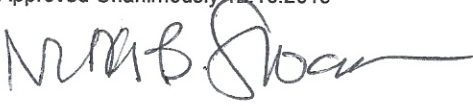
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Principal evaluation.

xiii. SAC Committee to draft a 360 principal review survey – Sarah (January)

9. Adjourn: 10:40 PM, the regular business meeting of the Lincoln Academy Charter School Board of Directors was adjourned by general consent.

Minutes respectfully submitted,
Nina Sloan, Secretary
Lincoln Academy Charter School Board of Directors
Approved Unanimously 12.10.2018

A handwritten signature in dark ink, appearing to read "Nina Sloan", with a long horizontal flourish extending to the right.

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