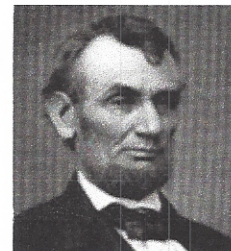




The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.



Lincoln Academy Board of Directors

Regular Business Meeting

Minutes for Monday, April 9, 2018

Lincoln Academy

Student Center

6:30 p.m.

1. Preliminaries

- a. Call to Order: 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: Betsy Smith (K); Heather Trelease (K); Cindie Poulter, Business Manager; Mark Miller (Facilities Manager)
 - ii. Community Members present: Nathan Alley; Lori Frederickson; Dennis Frederickson; Bernadette Templeton
- c. Roll Call
 - i. Directors present were: Phil Courtney, Nina Sloan, Lori Woods, Janelle Johnson, Sarah Wasinger, and Jeff Baucum.
 - ii. Directors Absent: Dan Burrows - excused
- d. Hearing of Persons: Recognition from Lloyd Carlton – letter read (as posted)

2. Consent Agenda: The following items were approved by general consent:

- a. Minutes of the last regular business meeting held 03/12/2018 with minor changes.
- b. Tonight's agenda with no changes.

3. Reports to Board

- a. Staff Presentation to Board:
 - i. Kindergarten teachers Betsy Smith and Heather Trelease presented a Kindergarten update to include the successes of having two morning Kindergarten classes.
- b. Principal's Report:
 - i. Principal's Report: Principal, Janelle Johnson, gave her Principal's report (as posted) and gave an update on staff changes. Julie Pollack will be moving to 6th grade and Katie Will will be moving to 1st grade.
 - ii. Bonus Proposal: Ms. Johnson also presented a staff bonus proposal and there was some discussion.
Motion 20-04-2018 Nina Sloan motioned the appropriation of \$167,928 to be used for staff bonuses, Lori Woods seconded. approved 4, opposed 1. The motion passed.

4. Committee Reports

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- a. Finance
 - i. Budget Update: Business Manager, Cindie Poulter, gave an update on our quarterly financials (as posted) to include projections as we look toward the end of the year. We are on track to a positive margin. District numbers will be updated mid-April and will be ready to present in May.
 - ii. Compensation Sub-Committee: Committee member, Nina Sloan, reported that the second phase of the Compensation committee project – The Plus Option - will begin this May, several new teachers have volunteered to be on the committee. Projected proposal for the Board is February 2019.
- b. Development
 - i. Committee Chair, Nina Sloan, gave a brief update about the upcoming Tech Trek and there was some discussion.
- c. Governance
 - i. Board Candidate Presentations: Nathan Alley, Bernadette Templeton, and Phil Courtney addressed the Board to indicate their intent to run for the open Board positions.
 - ii. Board Elections: Ballots for the election will go home in elementary Monday folders on Monday, April 16th. Ballots may be filled out and returned with students before Friday, April 20th (there is no school that day). For middle school families, or any who would prefer, voting will also be available in the office beginning Tuesday, April 17th, and continuing through Thursday, April 19th.
- d. Facilities:
 - i. Facilities Manager, Mark Miller, gave an update on the landscaping project taking place at the front of the school where the fountain used to be (plans as posted). Project completion is projected before the end of the school year. Thanks to Facilities budgetary savings this year, Mr. Miller has had the opportunity to construct a new plaza in the old fountain area. The new plaza area will allow for greater student traffic flow and a new place for reading groups and other gatherings.
 - ii. Facilities Chair, Lori Woods, gave an update on projected facilities summer projects, the Facilities Master Plan, and the JCSC discussion surrounding a potential District Bond Vote and how to be best prepared if there are additional funds available.
 - iii. Other facilities notes: Pick up and drop off lane demo'd to continue the right-hand lane farther north before merging lanes to 72nd avenue.
- e. School Accountability Committee
 - i. Committee Chair, Sarah Wasinger, presented the results from the school wide survey, and there was some discussion.
- f. Principal Job Description and Evaluation Tool
 - i. Scheduled to review at the Board Workshop on May 7th.

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5. Old Business

- a. Board Workshop Schedule: Scheduled for May 7th @ 6:30.

6. New Business

a. Principal Evaluation Motion **21-04-2018**

- i. At 9:10 pm, Phil Courtney motioned that we move into executive session for the purpose of discussing principal review as authorized by C.R.S §24-6-402(4)(f)(i)The motion was seconded by Lori Woods, and unanimously approved via roll call vote.
- ii. At 10:27 pm, the executive session was adjourned by general consent.

b. Principal Contract 2018-2019 School Year:

Motion 22-04-2018 Board President, Phil Courtney, moved that we extend an offer of employment to current principal, Janelle Johnson, for the 2018-19 school year, compensation to be the current year's compensation plus 2%. The motion was seconded by Lori Woods and unanimously approved.

c. 2018-2019 Purchased Services Agreement with JeffCo:

Motion 23-04-2018 Nina Sloan moved to approve the buybacks/purchased services from the district as presented. The motion was seconded by Jeff Baucum, and unanimously approved after some discussion.

d. Approve Lease Agreement with Building Corp and Property Corp:

Motion 24-04-2018 Phil Courtney motioned to approve the 2018-19 lease appropriation resolution with the Lincoln Academy Building Corporation and Property Corporation – Buildings A, B, and C. The motion was seconded by Jeff Baucum and unanimously approved.

7. Board Training Module: When Things Go Wrong

- a. Deferred to next meeting.

8. Announcements

- a. Next regular BoD meeting – Monday, May 14th @ 6:30 PM - Student Center
- b. Next PTO Meeting – Tuesday, April 17th @ 6:30 PM – Lori Woods will attend
- c. Board to PTO Appreciation – Tuesday, May 15th @ 6:30 PM - Dessert

9. Board Lessons Learned and Action Items

a. **Lessons Learned**

- i. None at this time.

b. **ACTION ITEMS**

- i. Compile “homeless” board policies into a single document – Dan
- ii. Create a proposal to discuss an ends and means policy change regarding changes to the budget. – Dan
- iii. Schedule Board Photos and upload bios – Nina
- iv. Create weekly Committee adverts for the Lincoln Loop - Nina
- v. Amend the bylaws regarding Board Elections – Dan Burrows
- vi. Secure last year's ballot from Dan or Kristi Geisz and Prepare for Elections – Nina Sloan
- vii. Post Board Workshop – May 7th @ 6:30 – Upper Conference Room

10. Adjourn: At 11:23 PM, the regular business meeting of the Lincoln Academy Charter School Board of

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Directors was adjourned by general consent.

Minutes respectfully submitted by:
Nina Sloan, Secretary
Lincoln Academy Charter School Board of Directors
Unanimously approved 5/14/2018

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

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