

Lincoln Academy Board of Directors

2024-2025 Regular Meeting Minutes

November 19, 2024 | Lincoln Academy | 7180 Oak Street | Arvada, CO 80004

Mission and Vision

- 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.

Teams Meeting Recording

- A recording of the November 19, 2024 Regular Board Meeting may be accessed at ([click here](#)) for 90 days following the board meeting.

Minutes

- I. Preliminaries (6:37-6:37 p.m.)
 - a. President Gilbreath called the meeting to order at 6:34 p.m. and welcomed all in person and online guest.
 - b. All board members were present, including Amanda Corrion, Micah Gilbreath, Travis Harrison, Katie Lehr, Rob McCready, and Kyle Pethe.
 - c. President Gilbreath read the Mission and Vision, shown below.
 1. 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.
 2. The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.
 - d. President Gilbreath welcomed guests Operations Director Lori Woods and Principal Paul Hurst as well as Pamela Yoder, an external consultant hired by the Board.
 - e. No individuals provided public comment.
- II. Consent Agenda (6:37-6:37 p.m.)
 - a. The consent agenda, including the previous month's meeting minutes (October 15, 2024) and the meeting agenda (November 19, 2024) were approved.
- III. Each of the Heads of School presented their reports. (6:37 – 8:29 p.m.)
 - a. The Principal Paul Hurst began the Heads of School Report. The Heads of School report included presentations on the items below – split between Principal Hurst and Operations Director Lori Woods. The individual who led each part of the presentation is listed in parentheses. More information can be found in the attached appendix under the Heads of School Report.
 1. Staff Presentation: Technology and Artificial Intelligence (Emily Kil, Melissa Courtney, and Deborah McNutt, 6:38 p.m.)
 2. Professional Development (Paul Hurst, 7:32 p.m.)
 3. Charter Renewal (Lori Woods, 7:38 p.m.)

4. Staff Evaluations (Paul Hurst, 7:56 p.m.)
5. Staff Celebrations (Paul Hurst, 8:10 p.m.)

IV. Committee Reports (8:14 p.m.)

The following committees provided verbal and/written reports. The board member(s) providing the reports are found in the parentheses directly following the report name. Key items discussed are listed below each report. The appendix contains all written reports.

- a. Executive Team (President Micah Gilbreath and Vice President Katie Lehr, 8:14 p.m.).
 1. Pamela Yoder, consultant to the Board
 2. Governance Update
 - i. Policy 2.1.3 Treatment of Staff
 - ii. Motion 24-11-01: Motion to approve the 2024-2025 Midyear anonymous staff survey to be sent to all staff no later than Monday, December 2nd with survey closed by Monday, December 9th.

Motion made by President Gilbreath, seconded by Katie Lehr.
Unanimously approved.

3. Charter Renewal
4. Draft Executive Director evaluation rubric
5. Buddy Day
- b. Facilities (Kyle Pethe 8:43 p.m.)
 1. Facilities Needs List.
 2. 72nd Avenue Project Update
- c. Finance (Travis Harrison, 8:53 p.m.)
 1. Family tuition vs. UPK funds broken out in budget
 2. Potential budget overage on risk management and construction management items
 3. 2024-2025 Working Budget
 4. Annual Audit
- d. School Accountability (Rob McCready 9:03 p.m.)
 1. Family Survey Update
- e. Development (Katie Lehr, 9:42 p.m.)
 1. Potential grants available to charter schools in Colorado

V. Old Business (9:30 p.m.)

- a. Board Blast

VI. New Business (9:30 p.m.)

- a. PTO meeting December 3, 2024 @ 6:30 PM – Kyle Pethe to attend

VII. Announcements

VIII. The next board meeting will be held on Tuesday, December 17, 2024 at 6:30 p.m.

IX. Adjournment

President Gilbreath adjourned the meeting at 9:34 p.m.