LINCOLN Academy

Executive Directors Report
December 17th, 2024

LINCOLN ACADEMY 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.

Our **Vision** is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge Education.

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PROSPECTIVE PARENT NIGHT AND EARLY ENROLLMENT

On November 14th, Lincoln Academy hosted its annual Prospective Parent Night. This year, we moved the event from its traditional December date to November to avoid overlapping with similar events at other charter schools in the area. This adjustment proved highly successful, as we saw a strong turnout.

Parent Trifold

The Lincoln team did an incredible job creating a welcoming and informative experience for prospective families. Maren Nadvornik and the front office team prepared an inviting slideshow and ensured the front office was ready to impress. Teaching teams led engaging tours of the building, showcasing the exciting learning opportunities at Lincoln, while the Administration team, along with Calee Shrock and Carrie Giddings, delivered a compelling parent presentation. The presentation emphasized what sets Lincoln Academy apart, focusing on our rigorous, content-rich curriculum and the essential partnership between parents and the school. We highlighted that Lincoln's success relies on families who are ready to actively support and contribute to our shared mission, a message that resonated strongly throughout the evening.

Administration Presentation

We were also pleased to have members of both our Board of Directors and PTO Board present to connect with new families, fostering meaningful conversations and building relationships.

Approximately 60 to 70 families attended the event, with most representing PreK, Kindergarten, and Sixth Grade—consistent with typical interest levels. For those unable to attend, we recorded the event and made it available on our website, ensuring that all prospective families could benefit from the information shared.

The success of this event, coupled with positive word-of-mouth about Lincoln Academy in the community, has already led to strong early enrollment interest across all grades. Although enrollment has been open for just one week, the initial numbers are very encouraging. We will continue to update the board on enrollment progress, but this is an excellent start as we move forward.

OFFICIAL OCTOBER COUNT AND IEP REPORT

Our office team has put in tremendous effort to ensure the accuracy of our reporting for the 2024-2025 school year. Below, you'll find our official student enrollment numbers, including the count of students on Individualized Education Plans (IEPs) and the demographic data we have consistently reported in recent years.

Student Demographic Data and Prior Year History								
	2024-2025		2023-2024		2022-2023		2021-2022	
	Total Count	%	Total Count	%	Total Count	%	Total Count	%
ALP	92	12.14%	86	11.14%	95	12.73%	60	8.34%
IEP (Dec. Count)	46	6.07%	52	6.74%	44	5.90%	51	7.09%
504	38	5.01%	28	3.63%	27	3.62%	17	2.36%
ELL	42	5.54%	41	5.31%	36	4.83%	37	5.15%
Free and Reduced	TBD	TBD	252	32.64%	192	25.74%	169	23.50%
Total Number of Students K-8	758		772		746		719	
Total Number of Students PK-8	824		817		809		779	
Hispanic	137	16.63%	112	13.71%	110	13.60%	113	14.50%
Native American	14	1.70%	10	1.22%	1	0.12%	0	0%
Asian	48	5.83%	42	5.14%	16	1.98%	20	2.57%
Black or African American	29	3.52%	27	3.30%	6	0.74%	7	0.90%
Native Hawaiian or Pacific Islander	5	0.61%	3	0.37%	0	0%	0	0%
White	785	95.27%	784	95.96%	637	78.74%	601	77.15%
Two or More Races	49	5.95%	39	4.77%	39	4.82%	32	4.11%

DISCIPLINE REFERRALS AND SUSPENSION DATA

Discussion:

This school year began with a focused effort to support student behavior in alignment with our mission to help students reach their highest potential through an academically rigorous, content-rich education in a safe, orderly, and caring environment. Recognizing the importance of maintaining a positive and focused classroom atmosphere, we placed a special emphasis on addressing behaviors that disrupt learning while ensuring support for both students and staff.

To achieve this, we prioritized routines and procedures from the outset, introducing the “Five Steps” framework to guide teachers in responding effectively to poor student choices. A key element of this plan has been the administrative team's consistent and intentional response to behavioral issues, holding students accountable in a way that supports teachers and reinforces our commitment to a safe and orderly learning environment. This approach directly addresses feedback from our school community, underscoring our shared commitment to high standards and student success.

As we move forward, we will analyze discipline data to evaluate the impact of these efforts. This will include both historical data for context and new ways of examining the data we’ve collected this year, ensuring that our actions continue to support our mission and help every student thrive.

Summary:

The numbers we will discuss later are higher than those from last year and prior years. This increase reflects the process students are undergoing to understand and adapt to established boundaries, which can be challenging for everyone involved. As a result, we are seeing more referrals and suspensions.

However, this is an expected part of the broader positive changes taking place at Lincoln Academy. Our team anticipated this "implementation dip"–a temporary period of adjustment as new systems take hold. Encouragingly, we are also seeing signs of growth and improvement. Our systems are being tested, and we are identifying opportunities to better support our entire community moving forward.

Referrals									
Year	Referrals	Detentions	Males	Female	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2024-25 (MY)	173	37	160	13	63 (93%)	5 (7%)	8	59	106
2023-24 (MY)	109	3					14	59	36
2022-23 (MY)	140	10					61	37	53

Suspensions									
Year	In-school	Out-of-school	Males	Females	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2024-25 (MY)	17	12	14	2	13	3	1	10 (7 stds)	18 (8 stds)
2023-24	14	12	25	1	14	4	3 (3 stds)	15 (9 stds)	8 (6 stds)
2022-23	27	24	30	2	30	2	7 (2 stds)	25 (11 stds)	19 (19 stds)
2021-22	1	31	10	3	11	2	16	3	14
2020-21	1	11	9	3	11	1	0	1	11
2019-20	5	26	16	8	16	8	2	8	14
2018-19	16	15	16	8	17	7	2	8	14

Triangle Chart 2024-25 (MY)		
Group	Number	Percent
Between 0 and 1 Referrals	729	96%
Between 2 and 5 Referrals	21	3%
More than 6 Referrals	8	1%

Next Steps:

1. As planned at the start of the school year, the first part of the January 6th professional development day will focus on a “Five Steps” refresher. This session will reorient staff to our existing systems for holding students accountable to expectations. No new material will be introduced; the goal is to clarify and reinforce our current processes.

2. We have identified areas for improvement in our behavior data system and are making adjustments to better support staff in analyzing and interpreting the data effectively.
3. We will continue working to support students through a variety of interventions while holding them accountable for their choices. This approach is designed to help students develop more adaptive behaviors over time.

Finally, keep in mind that this is not the end product but simply a work in progress. We are seeking to listen and respond to what our staff are requesting. We are seeking to partner with parents to help keep students accountable to the standards that are set. We are working to support students by putting the right interventions into place to help them succeed. This is a big task, and we are thankful for your support in this work.

WE HAVE AN INCREDIBLE STAFF!

As move through the year, we continue to be thankful for the effort of many who have stepped up in incredible ways. We would like to celebrate several Educational Assistants who have gone well above and beyond in everything that they have been asked to do, and we want to take a moment and thank them.

Leigh-Anne Turano: Leigh-Anne, our dedicated seventh and eighth-grade EA, is truly the cornerstone of our middle school. Her deep care for students, personal knowledge of each individual, and calm, effective approach to de-escalating even the most energetic teenage moments make her an invaluable asset. Leigh-Anne's ability to handle countless challenges with expertise and her positive leadership in the middle school hallway are just a few of the reasons we couldn't do without her. We are profoundly grateful for her unwavering commitment to our students and her continued excellence at Lincoln Academy.

Jeanne Papantonakis: Jeanne, our incredible fifth through eighth-grade DSS EA, has demonstrated unmatched dedication and versatility during her time at Lincoln Academy. When she volunteered for one of the most challenging roles, we were impressed—and she continues to amaze us every day. Jeanne balances a fast-paced, multifaceted environment with grace, providing focused support to students who need it most. Beyond her primary role, Jeanne also leads our 7/8 StuGo class, inspiring leadership and growth among students. Her hard work and dedication make Lincoln a better place, and we are truly grateful for all she does.

Jess Cress: Jess, our fantastic 5/6 EA, has seamlessly stepped into her new role with care and competence. As a long-time Lincoln parent, she brings a deep connection to our community, and her ability to support students with significant needs has been remarkable. Jess manages the bustling 5/6 common area with ease while preparing small group instruction that helps students succeed. Her excellent work has already made a tremendous impact, and we are thrilled to have her as part of our staff. Thank you, Jess, for your dedication and positive contributions!

School Accountability Committee Report – December 2024

School Accountability Committee meetings will typically occur on the first Tuesday of every month.
Next meeting Tuesday, January 14th at 6:30 PM. Teams meeting: https://tinyurl.com/yphv6y32
Contact Rob McCready robmccready@lincolnacademy.net if you would like to join.

Attendance:

- Parents: Carrie Matter, Lori Pantano
- Administration: Heather Frick
- Board Members: Rob McCready

Discussion Items

1) Reviewed and completed Jeffco District Accountability Committee (DAC) Annual SAC Survey
    a. Survey very targeted at district schools and budget focused

2) Discussion on boosting Family Survey participation.
    a. Communication
        i. Teacher emails
        ii. Admin emails (weekly)
        iii. Flyer for driveline handout (QR code to survey)
        iv. 805 Update for students, maybe with class leaderboard
        v. QR code sticker for every student ($100-200, looking at options)
    b. Extra options for survey submissions
        i. Earlier and longer time available (Feb 7 – Mar 14)
        ii. Laptop available when parents on campus
            1. Parent teacher conferences
            2. Plays and concerts
            3. Coffee and Donut day at drop off time (in cafeteria?)
    c. Rewards
        i. Top homeroom in groups (PK-1, 2-4, 5-6, 7-8) choice of prize
            1. Extra outside time
            2. Popsicle party (board would need to pay for popsicles)
            3. Movie
            4. Game day
        ii. Gift card raffle (3?) families
            1. $25 Visa or Amazon card?

3) Family Survey questions review
    a. Fixed typos and clarified wording of a few questions

4) Moved next meeting to January 14th to not be on first day back after break.

Proposed Motions

None

Finance Committee Report

The finance committee is responsible for planning, monitoring, and recommending the yearly budget to the Board of Directors. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Executive Summary

- 2024-2025 Financials Update
- 2024-2025 Working Budget
- Annual Audit
- Motions

2024-2025 Financial Review

- Const Maint/Repair-Bldg & Risk Management are being monitored
    - Insurance premiums were paid for the remainder of the year
- There will be a slight increase for new teachers
- New line for UPK revenue

2024-2025 Working Budget

- Updated PPR and estimated student count of 758 (up from budgeted 756)
- Reallocated available funds above 2.67% margin to maximize salary true up
- Shifting $10k from the textbook line to the Const Maint/Repair-Bldg line for emergency contingency

Annual Audit

- The last version of the MD&A has been issued the auditor
- The latest version of the auditor's report is included in this report
    - Updated language regarding insurance coverage

Proposed Motions

- Move to approve the updated 2024-2025 working budget as submitted by the Finance Committee
- Move to approve the 2023-2024 audit report as submitted by the Finance Committee.

Contact Travis Harrison if you would like to join this committee: TravisHarrison@lincolnacademy.net

Jefferson County Public Schools
Charter Schools
Lincoln Academy Charter School
Report ID: 558OPC
For Accounting Period:
11/30/24

Lincoln Academy Charter School
Unaudited Financials
07/01/2024 - 11/30/2024

Account Number	Description	Prior Year Operational Funds	Prior Year Capital Funds	Prior Year Total	Estimated Revenue	Budget	Current Year Operational Funds	Current Year Capital Funds	Current Year Total	Variance	Percent Spent	Prior YTD Totals	Current YTD Totals	Variance - CY Total minus PY Total
	Prior Year Carryforward	6,087,962.00		6,087,962.00			2,686,600.43	2,508,182.67	5,194,783.10					
401000	Commissions/Profits	1,437.37	-	1,437.37	8,663.00	0.00	-	-	-	8,663.00	0%	-	-	-
401400	Ticket Sales	1,285.75	-	1,285.75	1,668.00	0.00	-	-	-	1,668.00	0%	-	-	-
408000	Resale	22,203.55	-	22,203.55	20,000.00	0.00	16,536.11	-	16,536.11	3,463.89	83%	16,220.12	16,536.11	315.99
409000	Sales-Fund Raising	6,839.62	-	6,839.62	12,846.00	0.00	1,340.01	-	1,340.01	11,505.99	10%	3,604.75	1,340.01	(2,264.74)
411000	Prop Tax-Mill Levy Override	1,592,244.28	-	1,592,244.28	1,535,394.00	0.00	795,404.64	-	795,404.64	739,989.36	52%	797,398.80	795,404.64	(1,994.16)
415000	Earnings On Investments	-	108,863.52	108,863.52	11,330.00	0.00	-	3,049.21	3,049.21	8,280.79	27%	50,980.26	3,049.21	(47,931.05)
419000	Other Revenue	240.88	-	240.88	1,137.00	0.00	-	-	-	1,137.00	0%	9.78	-	(9.78)
433000	State Revenue - Other	200,291.93	295,568.86	495,860.79	494,366.00	0.00	-	100,301.52	100,301.52	394,064.48	20%	195,427.41	100,301.52	(95,125.89)
433500	State Mill Levy Override Match	10,051.44	-	10,051.44	-	0.00	-	-	-	-	n/a	-	-	-
433800	Universal Preschool Funding	-	-	-	-	0.00	122,327.70	-	122,327.70	(122,327.70)	n/a	-	122,327.70	122,327.70
434000	Exceptional Children Revenue	90,354.00	-	90,354.00	82,250.00	0.00	-	-	-	82,250.00	0%	90,354.00	-	(90,354.00)
438000	State ELPA Revenue	5,527.52	-	5,527.52	-	0.00	-	-	-	-	n/a	-	-	-
450000	Transfers	7,973,524.80	402,388.27	8,375,913.07	8,202,600.00	0.00	4,173,199.38	-	4,173,199.38	4,029,400.62	51%	4,084,077.36	4,173,199.38	89,122.02
451000	Fees/Dues	86,757.36	-	86,757.36	82,817.00	0.00	74,500.09	-	74,500.09	8,316.91	90%	73,108.58	74,500.09	1,391.51
455000	Tuition from Individuals	188,669.47	-	188,669.47	112,000.00	0.00	143,658.97	-	143,658.97	(31,658.97)	128%	83,635.07	143,658.97	60,023.90
461000	Building Rental	3,860.00	-	3,860.00	15,796.00	0.00	355.00	-	355.00	15,441.00	2%	-	355.00	355.00
474000	Transportation - Field Trips	45,072.70	-	45,072.70	49,968.00	0.00	30,729.75	-	30,729.75	19,238.25	61%	33,824.20	30,729.75	(3,094.45)
482000	Activity Revenue	18,515.00	-	18,515.00	21,711.00	0.00	8,950.00	-	8,950.00	12,761.00	41%	8,550.00	8,950.00	400.00
498000	Donations	63,194.49	-	63,194.49	5,000.00	0.00	446.53	-	446.53	4,553.47	9%	18,761.49	446.53	(18,314.96)
499000	Miscellaneous Revenue	-	-	-	600.00	0.00	-	-	-	600.00	0%	-	-	-
950500	Mandatory Transfers	(156,712.72)	(245,675.55)	(402,388.27)	-	0.00	-	-	-	-	n/a	(97,314.96)	-	97,314.96
	Revenues	10,153,357.44	561,145.10	10,714,502.54	10,658,146.00	-	5,367,448.18	103,350.73	5,470,798.91	5,187,347.09	51%	5,358,636.86	5,470,798.91	112,162.05
	Available	16,241,319.44	561,145.10	16,802,464.54	10,658,146.00		8,054,048.61	2,611,533.40	10,665,582.01	5,187,347.09	100%			-
511700-513100	Administration	386,723.00	-	386,723.00		376,722.00	143,542.95	-	143,542.95	233,179.05	34%	154,717.31	143,542.95	(11,174.36)
521100	Teacher	3,218,429.68	-	3,218,429.68		3,430,948.00	1,335,320.38	-	1,335,320.38	2,095,627.62	39%	1,306,897.86	1,335,320.38	28,422.52
521900-599830	Other	1,907,198.00	-	1,907,198.00		2,273,602.00	816,848.76	-	816,848.76	1,456,753.24	33%	676,094.36	816,848.76	140,754.40
	Salaries	5,512,350.68	-	5,512,350.68		6,081,272.00	2,295,712.09	-	2,295,712.09	3,785,559.91	38%	2,137,709.53	2,295,712.09	158,002.56
699000	Employee Benefits	1,516,938.07	-	1,516,938.07		1,803,135.00	648,881.01	-	648,881.01	1,154,253.99	36%	612,853.56	648,881.01	36,027.45
	Benefits	1,516,938.07	-	1,516,938.07		1,803,135.00	648,881.01	-	648,881.01	1,154,253.99	36%	612,853.56	648,881.01	36,027.45
	Total Salaries and Benefits	7,029,288.75	-	7,029,288.75		7,884,407.00	2,944,593.10	-	2,944,593.10	4,939,813.90	37%			-
701000	Mileage And Travel	825.30	-	825.30		2,000.00	227.13	-	227.13	1,772.87	11%	825.30	227.13	(598.17)
702000	Employee Training & Conf	2,719.02	-	2,719.02		18,350.00	1,085.00	-	1,085.00	17,265.00	6%	68.00	1,085.00	1,017.00
703000	Awards And Banquets	-	-	-		0.00	-	-	-	-	n/a	-	-	-
708000	Background Verifications	2,349.93	-	2,349.93		3,250.00	1,252.64	-	1,252.64	1,997.36	39%	1,070.00	1,252.64	182.64
710000	Meals/Refreshments	4,237.66	-	4,237.66		7,805.00	2,141.43	-	2,141.43	5,663.57	27%	1,292.01	2,141.43	849.42
713000	Student Transportation	6,580.50	-	6,580.50		10,498.00	2,193.60	-	2,193.60	8,304.40	21%	1,233.70	2,193.60	959.90
715000	Student Admission/Entry Fees	41,515.44	-	41,515.44		51,000.00	29,298.00	-	29,298.00	21,702.00	57%	26,805.00	29,298.00	2,493.00
721000	Legal Fees	2,282.50	-	2,282.50		18,000.00	1,012.50	-	1,012.50	16,987.50	6%	657.50	1,012.50	355.00
723000	Printing	-	-	-		1,100.00	-	-	-	1,100.00	0%	-	-	-
731000	Contracted Services	163,784.36	-	163,784.36		209,000.00	64,011.28	-	64,011.28	144,988.72	31%	57,831.46	64,011.28	6,179.82
735000	Bank Fees & Other Expense	-	5,226.64	5,226.64		2,000.00	-	130.48	130.48	1,869.52	7%	2,451.93	130.48	(2,321.45)
741000	Refuse & Dump Fees	-	-	-		0.00	-	-	-	-	n/a	-	-	-
743000	Equipment Rental	560.29	-	560.29		5,500.00	1,021.48	-	1,021.48	4,478.52	19%	404.99	1,021.48	616.49
745000	Contract Maint/Eq Repair	4,881.40	-	4,881.40		12,100.00	1,238.71	-	1,238.71	10,861.29	10%	300.45	1,238.71	938.26
745500	Technology Services	63,350.30	-	63,350.30		85,000.00	21,218.94	-	21,218.94	63,781.06	25%	24,872.15	21,218.94	(3,653.21)
746000	Const Maint/Repair-Bldg	243,784.06	-	243,784.06		95,000.00	48,563.68	-	48,563.68	46,436.32	51%	106,714.64	48,563.68	(58,150.96)
747000	Software Purch/Lease	-	-	-		0.00	-	-	-	-	n/a	-	-	-
752000	Marketing - Advertising	3,828.32	-	3,828.32		3,000.00	1,493.03	-	1,493.03	1,506.97	50%	1,006.69	1,493.03	486.34
761000	Natural Gas	17,967.29	-	17,967.29		40,000.00	3,630.67	-	3,630.67	36,369.33	9%	3,370.46	3,630.67	260.21
763000	Data Communication Lines	-	-	-		0.00	-	-	-	-	n/a	-	-	-
764000	Electricity	72,858.25	-	72,858.25		85,000.00	39,068.99	-	39,068.99	45,931.01	46%	31,138.60	39,068.99	7,930.39
765000	Voice Communication Line	14,545.64	-	14,545.64		30,000.00	5,902.82	-	5,902.82	24,097.18	20%	6,259.40	5,902.82	(356.58)
766000	Water & Sanitation	17,356.94	-	17,356.94		22,000.00	6,219.16	-	6,219.16	15,780.84	28%	6,798.76	6,219.16	(579.60)
768000	Postage	565.77	-	565.77		600.00	182.61	-	182.61	417.39	30%	324.37	182.61	(141.76)
769000	Permits/Licenses/Fees	13,310.37	-	13,310.37		22,000.00	12,725.22	-	12,725.22	9,274.78	58%	6,913.91	12,725.22	5,811.31
770000	Risk Management Charges	103,813.36	-	103,813.36		130,000.00	69,902.70	-	69,902.70	60,097.30	54%	53,756.20	69,902.70	16,146.50
770800	Unemployment Comp Insur	8,937.45	-	8,937.45		18,244.00	-	-	-	18,244.00	0%	457.32	-	(457.32)

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Lincoln Academy Charter School
Report ID: 558OPC
For Accounting Period:
11/30/24

Lincoln Academy Charter School
Unaudited Financials
07/01/2024 - 11/30/2024

Account Number	**Description**	**Prior Year Operational Funds**	**Prior Year Capital Funds**	**Prior Year Total**	**Estimated Revenue**	**Budget**	**Current Year Operational Funds**	**Current Year Capital Funds**	**Current Year Total**	**Variance**	**Percent Spent**	Prior YTD Totals	Current YTD Totals	Variance - CY Total minus PY Total
781000	Lease Purch-Other-Principal	-	145,000.00	145,000.00		150,000.00	-	-	-	150,000.00	0%	-	-	-
781500	Lease Purch-Other-Interest	-	315,630.70	315,630.70		312,100.00	-	-	-	312,100.00	0%	157,815.35	-	(157,815.35)
950000	Transfers	921,176.28	-	921,176.28		913,892.00	463,283.52	-	463,283.52	450,608.48	51%	460,588.14	463,283.52	2,695.38
	Purchased Services	1,711,230.43	465,857.34	2,177,087.77		2,247,439.00	775,673.11	130.48	775,803.59	1,471,635.41	35%	952,956.33	775,803.59	(177,152.74)
804000	Fund Raising	-	-	-		1,500.00	12.00	-	12.00	1,488.00	1%	-	12.00	12.00
805000	Materials/Supplies-Other	13,524.85	-	13,524.85		23,000.00	5,285.81	-	5,285.81	17,714.19	23%	5,929.79	5,285.81	(643.98)
806000	Materials/Supplies Resale	16,535.58	-	16,535.58		24,610.00	3,240.42	-	3,240.42	21,369.58	13%	2,048.80	3,240.42	1,191.62
810000	Office Material/Supplies	3,979.27	-	3,979.27		4,500.00	1,249.45	-	1,249.45	3,250.55	28%	2,619.77	1,249.45	(1,370.32)
810001	Office Equipment - Under $5K	10,140.86	-	10,140.86		35,000.00	4,552.67	-	4,552.67	30,447.33	13%	2,186.86	4,552.67	2,365.81
812000	Clinic Supplies/Materials	2,084.47	-	2,084.47		2,500.00	475.76	-	475.76	2,024.24	19%	288.42	475.76	187.34
814000	Custodial Supplies	14,391.67	-	14,391.67		17,200.00	4,552.79	-	4,552.79	12,647.21	26%	5,011.64	4,552.79	(458.85)
820000	Instructional Material/Supply	66,693.07	-	66,693.07		108,035.00	17,317.65	-	17,317.65	90,717.35	16%	18,070.70	17,317.65	(753.05)
820001	Instructional Equip-Under $5K	191,761.79	-	191,761.79		63,283.00	1,946.17	-	1,946.17	61,336.83	3%	56,343.10	1,946.17	(54,396.93)
822000	Textbooks	17,925.86	-	17,925.86		30,000.00	1,318.77	-	1,318.77	28,681.23	4%	13,135.92	1,318.77	(11,817.15)
823000	Copier Usage	28,473.41	-	28,473.41		35,000.00	15,763.68	-	15,763.68	19,236.32	45%	11,841.02	15,763.68	3,922.66
824000	Testing Materials	29.22	-	29.22		2,000.00	-	-	-	2,000.00	0%	-	-	-
826000	Graduation Materials	-	-	-		500.00	-	-	-	500.00	0%	-	-	-
829000	Athletic Supplies	-	-	-		0.00	31.99	-	31.99	(31.99)	n/a	-	31.99	31.99
840000	Maint Materials/Supplies	21,914.26	-	21,914.26		33,000.00	8,864.72	-	8,864.72	24,135.28	27%	9,400.10	8,864.72	(535.38)
870000	Library Materials	7,230.80	-	7,230.80		3,200.00	2,532.95	-	2,532.95	667.05	79%	2,650.80	2,532.95	(117.85)
885000	Miscellaneous Expense	472.40	-	472.40		500.00	-	-	-	500.00	0%	-	-	-
889000	Consumable Supplies	63.48	-	63.48		500.00	-	-	-	500.00	0%	-	-	-
	Materials and Supplies	395,220.99	-	395,220.99		384,328.00	67,144.83	-	67,144.83	317,183.17	17%	129,526.92	67,144.83	(62,382.09)
920000	Instructional/Curric Equipmnt	-	-	-		0.00	-	-	-	-	n/a	-	-	-
930000	Building Improvements	2,006,083.93	-	2,006,083.93		50,000.00	210,392.95	-	210,392.95	(160,392.95)	421%	1,764,865.96	210,392.95	(1,554,473.01)
	Capital Outlay	2,006,083.93	-	2,006,083.93		50,000.00	210,392.95	-	210,392.95	(160,392.95)	421%	1,764,865.96	210,392.95	(1,554,473.01)
	Total Expenditures	11,141,824.10	465,857.34	11,607,681.44		10,566,174.00	3,997,803.99	130.48	3,997,934.47					
	Pre-Adjusted Carryforward	5,099,495.34	95,287.76	5,194,783.10			4,056,244.62	2,611,402.92	6,667,647.54					
810001	Office Equipment - Under $5K	-	-	-		0.00	-	-	-			-	-	
820001	Instructional Equip-Under $5K	-	-	-		0.00	-	-	-			-	-	
	Encumbrances	-	-	-		-	-	-	-			-	-	
820001	Instructional Equip-Under $5K	-	-	-		0.00	-	-	-			-	-	
	Requisitions	-	-	-		-	-	-	-			-	-	
	TABOR (school enters amount)													
	Adjusted Carryforward	5,099,495.34	95,287.76	5,194,783.10			4,056,244.62	2,611,402.92	6,667,647.54					

Charter Schools
Lincoln Academy Charter School

Budget for 24-25

JEFFCO PUBLIC SCHOOLS
Building Bright Futures

Account Number	Description	24-25 Working Budget Board Approved April 16, 2024 Estimated Revenue	Budget	Bond S Transfers	24-25 Working Budget December 2024 Estimated Revenue	Budget	Bond Transfers	Changes from Original Budget
	Prior Year Carry forward							
401000	Commissions/Profits	8,663.00	0.00		8,663.00	0.00		
401400	Ticket Sales	1,668.00	0.00		1,668.00	0.00		
408000	Resale	20,000.00	0.00		20,000.00	0.00		
409000	Sales-Fund Raising	12,846.00	0.00		12,846.00	0.00		
411000	Prop Tax-Mill Levy Override	1,535,394.21	0.00		1,539,180.00	0.00		Updated to match current enrollment 11.12.2024, unofficial October count
415000	Earnings On Investments	11,330.00	0.00		11,330.00	0.00		
419000	Other Revenue	1,137.00	0.00		1,137.00	0.00		
433000	State Revenue - Cap Construction	305,866.40	0.00		305,866.40	0.00		UPK revenue was removed from 433000 and moved into 433800
433800	Universal Preschool Funding	188,500.00			310,000.00	0.00		Current UPK estimate based on headcount
434000	Exceptional Children Revenue	82,250.00	0.00		82,250.00	0.00		
450000	Transfers PPR Funding ONLY	8,202,600.00	0.00		8,367,137.00	0.00		Updated to match current enrollment 11.12.2024, unofficial October count
451000	Fees/Dues	82,817.00	0.00		82,817.00	0.00		
455000	Tuition from Individuals	112,000.00	0.00		200,000.00	0.00		Current estimate based on Aug-Sept tuition payments for PreK and Leopard Care
461000	Building Rental	15,796.00	0.00		5,000.00	0.00		Updated amount is closer to 23-24 actual = $3,860.00
474000	Trans - Field Trips	49,968.00	0.00		49,968.00	0.00		
482000	Resale/Activity Revenue	21,711.00	0.00		21,711.00	0.00		
498000	Donations	5,000.00	0.00		35,000.00	0.00		Updated amount is closer to actuals from PTO and Tech donation.
499000	Miscellaneous Revenue	600.00	0.00		-	0.00		
950500	State Intercept Bond Transfers	(460,902.42)	0.00	460,902.42	(460,902.42)	0.00	460,902.42	
950500	Bond R &R Payments	-	0.00	0.00	-	0.00	0.00	
	Revenues	10,197,244.19	0.00	460,902.42	10,593,670.98	0.00	460,902.42	Total Revenue increase since approved April budget $396,427
	Salaries		6,079,232.24	-		6,070,000.00	-	Updated to maximize salary true up and maintain 2.5% margin
	Benefits		1,802,666.86	-		1,780,600.00	-	Updated to maximize salary true up and maintain 2.5% margin
	Total Salaries and Benefits		7,881,899.10			7,850,600.00		
701000	Mileage And Travel		2,000.00			2,000.00		
702000	Employee Training & Conf		18,350.00			18,350.00		
708000	Employee Background Verificatn		3,250.00			3,250.00		
710000	Meals/Refreshments		7,805.00			7,805.00		
713000	Student Transportation		10,500.00			10,498.00		
715000	Student Admission/Entry Fees		51,000.00			51,000.00		

721000	Legal Fees		18,000.00			18,000.00		$10,000 contingency possible to cover deductables
723000	Printing		1,100.00			1,100.00		
731000	Contracted Services		209,000.00			209,000.00		
735000	Bank Fees		2,000.00			2,000.00		
743000	Equipment Rental		5,500.00			2,000.00		
745000	Contract Maint/Eq Repair		12,100.00			12,100.00		
745500	Technology Services		85,000.00			85,000.00		$10,000 contingency possible in spring
746000	Const Maint/Repair-Bldg		95,000.00			110,000.00		Watching line item - Outdoor Cameras $22,593.00, Gas line repair $16,300, and expecting Building B Fire alarm repair $6,908 Upped budget to $110,000
752000	Marketing - Advertising		3,000.00			3,000.00		
761000	Natural Gas		40,000.00			40,000.00		$10,000 contingency possible to cover electricity
764000	Electricity		85,000.00			85,000.00		Watching electricity bills
765000	Voice Communication Line		30,000.00			30,000.00		$7,000 contingency to cover phone project
766000	Water & Sanitation		22,000.00			22,000.00		
768000	Postage		600.00			600.00		
769000	Permits/Licenses/Fees		22,000.00			22,000.00		
770000	Risk Management Charges		130,000.00			130,000.00		Watching line item
770800	Unemployment Comp Insur		18,237.70			18,244.00		
781000	Lease Purch-Other-Principal		0.00	150,000.00		0.00	150,000.00	FROM THE BOND BOOK
781500	Lease Purch-Other-Interest		0.00	312,100.10		0.00	312,100.10	FROM THE BOND BOOK
950000	Transfers District Fees		913,892.00			928,932.00		Updated to match current enrollment 11.12.2024, unofficial October count
	Purchased Services		1,785,334.70	462,100.10		1,811,879.00	462,100.10	**No budget changes**
804000	Fund Raising		1,500.00			1,500.00		
805000	Materials/Supplies-Other		23,000.00			23,000.00		
806000	Materials/Supplies Resale		24,610.00			24,610.00		
810000	Office Material/Supplies		4,500.00			4,500.00		
810001	Office Equipment - Under $5K		35,000.00			35,000.00		$10,000 contingency possible in spring
812000	Clinic Supplies/Materials		2,500.00			2,500.00		
814000	Custodial Supplies		17,200.00			17,200.00		
820000	Instructional Material/Supply		108,035.00			108,035.00		$20,000 contingency possible in spring
820001	Instructional Equip-Under $5K		63,282.95			63,282.95		
822000	Textbooks		30,000.00			20,000.00		$10,000 contingency to given to Construction Maintenance/Repair-Building 746000
823000	Copier Usage		35,000.00			35,000.00		
824000	Testing Materials		2,000.00			2,000.00		
826000	Graduation Materials		500.00			500.00		
840000	Maint Materials/Supplies		33,000.00			33,000.00		$10,000 contingency possible in spring
870000	Library Materials		3,200.00			3,200.00		
885000	Miscellaneous Expense		500.00			500.00		
889000	Consumable Supplies		500.00			500.00		
	Materials and Supplies		384,327.95	-		374,327.95	-	**$10,000 savings**

930000	Building Improvements		50,000.00	0.00		260,392.95	0.00	Brought to Actual - SEMA Pay Apps totaling $210,392.95
	Capital Outlay		50,000.00	-		260,392.95	-	
801000	Contingency Appropriation for Building Needs		0.00			0.00		Line held for final budget approval of the year.
	Total Expenditures		10,101,561.74	462,100.10		10,297,199.90	462,100.10	
NET PROFIT/(LOSS)		0.89%	94,484.77		2.67%	295,273.40		
	24-25 Beginning Fund Balance		4,944,902.57			4,944,902.57		
	TABOR 3%							
	Internal Covenants (90 DCOH)		2,478,467.28			2,474,829.11		
	Adjusted Carry Forward		2,560,920.06			2,765,346.86		
	Cash Days on Hand		93			94		
	Operating Margin		304,878	2.86%		505,666	4.57%	Performance to current year budget, not including capital outlay projects

LINCOLN ACADEMY

BASIC FINANCIAL STATEMENTS

June 30, 2024

TABLE OF CONTENTS

JOHN CUTLER & ASSOCIATES

Board of Directors
Lincoln Academy
Arvada, Colorado

INDEPENDENT AUDITORS' REPORT

Report on the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and each major fund, of Lincoln Academy (the "Academy"), a component unit of Jefferson County Academy District No. R-1 as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the Academy's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of Lincoln Academy as of June 30, 2024, and the respective changes in financial position and, where applicable, cash flows, thereof for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Lincoln Academy and to meet our ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Academy's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

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In performing an audit in accordance with GAAS, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures of the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Academy's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Academy's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required budgetary and pension information on pages 42-46 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board (GASB) who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

John Cutler & Associates, LLC

December 13, 2024

Management Discussion and Analysis

As administrators of Lincoln Academy, we offer readers our financial statements as well as this narrative overview and analysis of the financial activities of Lincoln for the fiscal year ending June 30, 2024.

Financial Highlights

The year ending June 30, 2024, was the twenty-seventh year of operations for Lincoln. The liabilities of Lincoln exceeded its assets at the close of the most recent fiscal year by $(230,337) resulting in an increase in net position of $589,201 from the prior year.

Overview of the Financial Statements

This discussion and analysis are intended to serve as an introduction to Lincoln's basic financial statements, which are presented in a way that provides readers with a broad overview of the finances of Lincoln.

Supplemental information has been included in addition to the basic financial statements.

Lincoln's basic financial statements are comprised of three components:

1. Government-Wide financial statements
2. Fund financial statements
3. Notes to the financial statements

Fund accounting is used to ensure and demonstrate compliance with finance related legal requirements and groups related fund accounts to maintain control over resources that have been segregated for specific funds or activities.

One individual government fund is maintained: the General Fund. Financial information for the government funds is presented separately in the "Balance Sheet" and in the "Statement of Revenues, Expenditures, and Changes in Fund Balances" on pages 3 and 4 of the audit report.

The budget is appropriated annually for its General Fund, which is approved by the Board of Directors. Material adjustments to the budget are approved by the Board and recorded in Board meeting minutes.

Net Position

	Governmental Activities	
	2024	2023
ASSETS		
Cash and Investments	4,774,308	3,947,248
Restricted Cash and Investments	968,518	2,649,354
Accounts Receivable	24,335	21,270
Capital Assets, Net	13,702,086	12,142,392
Total Assets	19,469,247	18,760,264
DEFFERRED OUTFLOW OF RESOURCES		
Deferred Loss on Refunding	657,975	678,536
Related to Pensions	3,826,676	2,641,006
Related to OPEB	44,168	60,599
Total Deferred Outflows	4,528,819	3,380,141
LIABILITIES		
Current Liabilities	677,584	636,247
Noncurrent Liabilities	8,547,704	8,698,101
Net Pension Liability	13,720,475	11,247,156
Net OPEB Liability	331,295	383,270
Total Liabilities	23,277,058	20,964,774
DEFFERRED INFLOW OF RESOURCES		
Related to Pensions	828,879	1,849,899
Related to OPEB	122,466	145,270
Total Deferred Inflows	951,345	1,995,169
NET POSITION		
Net Investment in Capital Assets	6,302,704	6,362,868
Restricted for Emergencies	308,788	277,116
Restricted for Debt Service	186,232	66,176
Restricted for Construction	474,278	1,715,436
Unrestricted	-7,502,339	-9,251,134
TOTAL NET POSITION	-230,337	-819,538

Change in Net Assets

For the Years Ended June 30, 2024, and June 30, 2023

	6/30/2024	6/30/2023
Program Revenue:		
Charges for Services	367,801	450,203
Operating Grants and Contributions	422,103	90,382
Capital Grants and Contributions	295,569	307,277
Total Program Revenue	**1,085,473**	**847,862**
General Revenue:		
Per Pupil Operation Revenue	7,973,525	6,974,914
Mill Levy Override	1,592,244	1,463,617
Interest	108,864	3,587
Other	-22,681	80,170
Unrestricted State Aid	0	385,670
Capital Contribution from the District	0	0
Total General Revenue	**9,651,952**	**8,907,958**
Total Revenue	**10,737,425**	**9,755,820**
Expenses:		
Current:		
Instruction	6,767,265	5,705,137
Supporting Services	3,051,294	3,921,687
Interest and Fiscal Charges	329,665	360,773
Total Expenses	**10,148,224**	**9,987,597**
Total Annual Net Impact	**589,201**	**-231,777**
Beginning Net Assets, June 30 as Restated	**-819,538**	**-587,761**
Ending Net Assets, June 30	**-230,337**	**-819,538**

Government Funds

The unassigned fund balance is a useful measure of a school's net resources available for spending at the end of the fiscal year. At the end of the current fiscal year, Lincoln's government funds reported an ending fund balance of $5,194,788. Of the funds, $308,788 is restricted in the General Fund as an emergency reserve related to the TABOR amendment. Lincoln also has $186,232 restricted for Debt Service and $474,278 restricted for Construction. Lincoln's unassigned and available funds for future use would be $4,225,490.

General Fund Budgetary Highlights

The Lincoln Board of Directors approved an initial budget in May of 2023 based on enrollment projections for the 2023-24 school year. In December, after enrollment stabilized and final numbers were available, the budget was revised. In 2023-24, Lincoln made significant improvements to its capital assets, increasing their value by $1,559,694. The most notable project was the driveline and parking lot improvement, which also led to a reduction in the amount restricted for construction needs.

Lincoln also increased its unrestricted funds by $1,748,795, bringing the total to ($7,502,339). This highlights the organization's strong financial health and its capacity to manage increasing operational expenses.

Lincoln also updated the kitchen to facilitate offering federally funded lunch and breakfast programs for all students who elect to participate in the program. Updates to the infrastructure and equipment were made during the year.

Updates to the primary access doors were also made. Glass doors were replaced with metal doors. This action increased security and improved the safety of the students and staff.

Several updates were made to the technology within the school. Through a donation from the PTO, the sound system in the gym was made to improve the sports, theater, music, and assembly functions. A donation from the PTO was also used to update visual projection tools in several classrooms to have Promethean Smart Boards installed.

Financial Reporting for Pension Plan

GASB No. 68 was enacted in 2015 to support the accounting and reporting of public employee pension plans for governmental institutions. This standard effectively reports the Net Pension Liability for both current and future periods as projected based on current rates and employees with the goal of improving the usefulness of information to the public and investing segments. This reporting standard does not impact current required pension funding levels for Lincoln nor suggest that Lincoln is underfunded. Please refer to Note 7, pg. 20 in the audited financial statements for additional information.

For the year ending June 30, 2024, Lincoln reported a $13,720,475 net pension liability.

The Year Ahead

There has been significant interest in the pre-kindergarten program at Lincoln and we experienced record attendance in the program over the school year. There is also a strong waitlist for the before and after school programs provided by Lincoln. It is expected that these programs will provide revenue increases to the school.

No significant capital improvement projects are scheduled during the 2024-25 fiscal year.

The Lincoln administrative team will continue to review expenses and adhere to our conservative fiscal management strategy. Lincoln anticipates our school to continue to deliver exceptional education while maintaining financial stability.

Requests for Information

This financial report is designed to provide a general overview of Lincoln's finances for all those with an interest in the school's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

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FINANCIAL SECTION

BASIC FINANCIAL STATEMENTS

LINCOLN ACADEMY

STATEMENT OF NET POSITION
As of June 30, 2024

	Governmental Activities	
	2024	2023
ASSETS		
Cash and Investments	$ 4,774,308	$ 3,947,248
Restricted Cash and Investments	968,518	2,649,354
Accounts Receivable	24,335	21,270
Capital Assets, Not Depreciated	4,829,280	3,060,362
Capital Assets, Depreciated, Net of Accumulated Depreciation	8,872,806	9,082,030
TOTAL ASSETS	19,469,247	18,760,264
DEFERRED OUTFLOWS OF RESOURCES		
Deferred Loss on Refunding	657,975	678,536
Related to Pensions	3,826,676	2,641,006
Related to OPEB	44,168	60,599
TOTAL DEFERRED OUTFLOWS OF RESOURCES	4,528,819	3,380,141
LIABILITIES		
Accounts Payable	88,670	100,801
Accrued Salaries	474,883	425,329
Accrued Interest	105,211	106,341
Unearned Revenues	8,820	3,776
Noncurrent Liabilities		
Due in One Year	155,397	150,397
Due in More Than One Year	8,392,307	8,547,704
Net Pension Liability	13,720,475	11,247,156
Net OPEB Liability	331,295	383,270
TOTAL LIABILITIES	23,277,058	20,964,774
DEFERRED INFLOWS OF RESOURCES		
Related to Pensions	828,879	1,849,899
Related to OPEB	122,466	145,270
TOTAL DEFERRED INFLOWS OF RESOURCES	951,345	1,995,169
NET POSITION		
Net Investment in Capital Assets	6,302,704	6,362,868
Restricted for Emergencies	308,788	277,116
Restricted for Debt Service	186,232	66,176
Restricted for Construction	474,278	1,725,436
Unrestricted	(7,502,339)	(9,251,134)
TOTAL NET POSITION	$ (230,337)	$ (819,538)

The accompanying notes are an integral part of the financial statements.

LINCOLN ACADEMY

STATEMENT OF ACTIVITIES
Year Ended June 30, 2024

		PROGRAM REVENUES			Net (Expense) Revenue and Change in Net Position	
			Operating	Capital	Governental Activities	
FUNCTIONS/PROGRAMS	Expenses	Charges for Services	Grants and Contributions	Grants and Contributions	2024	2023
PRIMARY GOVERNMENT						
Governmental Activities						
Instruction	$ 6,767,265	$ 367,801	$ 422,103	$ -	$ (5,977,361)	$ (5,164,552)
Supporting Services	3,051,294	-	-	295,569	(2,755,725)	(3,614,410)
Interest on Long-Term Debt	329,665	-	-	-	(329,665)	(360,773)
Total Governmental Activities	$ 10,148,224	$ 367,801	$ 422,103	$ 295,569	(9,062,751)	(9,139,735)
GENERAL REVENUES						
Per Pupil Revenue					7,973,525	6,974,914
Mill Levy Override					1,592,244	1,463,617
Interest					108,864	3,587
Other					(22,681)	80,170
Unrestricted State Aid					-	385,670
TOTAL GENERAL REVENUES					9,651,952	8,907,958
CHANGE IN NET POSITION					589,201	(231,777)
NET POSITION, Beginning					(819,538)	(587,761)
NET POSITION, Ending					$ (230,337)	$ (819,538)

The accompanying notes are an integral part of the financial statements.

LINCOLN ACADEMY

BALANCE SHEET
GOVERNMENTAL FUNDS
June 30, 2024

	TOTALS	
	2024	2023
ASSETS		
Cash and Investments	$ 4,774,308	$ 3,947,248
Restricted Cash and Investments	968,518	2,649,354
Accounts Receivable	24,335	21,270
TOTAL ASSETS	$ 5,767,161	$ 6,617,872
LIABILITIES AND FUND BALANCES		
LIABILITIES		
Accounts Payable	$ 88,670	$ 100,801
Accrued Salaries and Benefits	474,883	425,329
Unearned Revenues	8,820	3,776
TOTAL LIABILITIES	572,373	529,906
FUND BALANCES		
Restricted for Emergencies	308,788	277,116
Restricted for Debt Service	186,232	66,176
Restricted for Construction	474,278	1,725,436
Unassigned	4,225,490	4,019,238
TOTAL FUND BALANCES	5,194,788	6,087,966
Amounts reported for governmental activities in the statement of net position are different because:		
Capital assets used in governmental activities are not financial resources, and therefore, are not reported in the funds.	13,702,086	12,142,392
Long-term liabilities and related assets are not due and payable in the current period and, therefore, are not reported in the funds. This amount is comprised of the building lease ($8,375,000) and accrued interest ($105,210), and bond premium of ($172,704) and deferred loss on refunding $657,974.	(7,994,940)	(8,125,906)
Long-term liabilities and related assets related to pensions are not due and payable in the current period and therefore, are not reported in the funds. This liability includes net pension liability ($13,720,475), net OPEB liability ($331,295), deferred outflows related to pensions and OPEB $3,870,844 and deferred inflows related to pensions and OPEB ($951,345).	(11,132,271)	(10,923,990)
Net position of governmental activities	$ (230,337)	$ (819,538)

The accompanying notes are an integral part of the financial statements.

LINCOLN ACADEMY

STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCES
GOVERNMENTAL FUNDS
Year Ended June 30, 2024

	GENERAL FUND	
	2024	2023
REVENUES		
Local Sources	$ 10,089,787	$ 9,012,649
State Sources	647,638	357,501
TOTAL REVENUES	10,737,425	9,370,150
EXPENDITURES		
Current		
Instruction	6,616,505	5,178,055
Supporting Services	2,547,383	3,052,763
Capital Outlay	2,006,084	427,813
Debt Service		
Principal	145,000	140,000
Interest	315,631	319,024
TOTAL EXPENDITURES	11,630,603	9,117,655
NET CHANGE IN FUND BALANCE	(893,178)	252,495
FUND BALANCES, Beginning	6,087,966	5,835,471
FUND BALANCES, Ending	$ 5,194,788	$ 6,087,966

The accompanying notes are an integral part of the financial statements.

LINCOLN ACADEMY

RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES - GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES
Year Ended June 30, 2024

Amounts Reported for Governmental Activities in the Statement of Activities are Different Because:		
Net Changes in Fund Balances - Total Governmental Funds	$	(893,178)
Governmental funds report capital outlays as expenditures. However, in the statement of activities, the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense. This is the amount by which depreciation ($680,041) exceeded capital outlay $2,239,735, for the current year.		1,559,694
Some expenses reported in the statement of activities do not require current financial resources and are not reported in the funds. These include bond payments of ($145,000), change in bond premium ($5,397), change in accrued interest ($1,131), change in deferred loss on refunding $20,562.		130,966
Deferred charges related to pensions are not recognized in the govermental funds. However, for the government-wide funds that amount is capitalized and amortized.		(208,281)
Change in Net Position of Governmental Activities	$	589,201

The accompanying notes are an integral part of the financial statements.

NOTE 1: ***<u>SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES</u>***

The Lincoln Academy (the "Academy") was organized pursuant to the Colorado Charter Academys Act to form and operate a charter Academy within the Jefferson County Academy District No. R-1 of the State of Colorado.

The accounting policies of the Academy conform to generally accepted accounting principles as applicable to governmental units. Following is a summary of the more significant policies.

Reporting Entity

The financial reporting entity consists of the Academy and organizations for which the Academy is financially accountable. All funds, organizations, institutions, agencies, departments and offices that are not legally separate are part of the Academy. In addition, any legally separate organizations for which the Academy is financially accountable are considered part of the reporting entity. Financial accountability exists if the Academy appoints a voting majority of the organization's governing board and is able to impose its will on the organization, or if the organization provides benefits to, or imposes financial burdens on the Academy.

The Academy includes the Lincoln Academy Building Corporation (the "Building Corporation") within its reporting entity. The Building Corporation was formed to support and assist the Academy to perform its function and to carry out its purpose, specifically to assist in the financing of the Academy's facilities. The Building Corporation is included in the Academy's General Fund. Separate financial statements are not available for this entity. The Academy is a component unit of Jefferson County Academy District No. R-1.

Government-Wide and Fund Financial Statements

The Academy's financial statements (i.e., the statement of net position and the statement of activities) report information on all of the activities of the Academy. For the most part, the effect of interfund activity has been removed from these statements. Governmental activities, which normally are supported by intergovernmental revenues, are reported in a single column.

NOTE 1: ***SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*** (Continued)

Government-Wide and Fund Financial Statements

The statement of activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include 1) charges to students or others who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Unrestricted intergovernmental revenues not properly included among program revenues are reported instead as general revenues. Major individual governmental funds are reported in separate columns in the fund financial statements.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collected within the current period or soon enough thereafter to pay liabilities of the current period, not to exceed 60 days. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures are recorded only when payment is due.

Intergovernmental revenues, grants, and interest associated with the current fiscal period are all considered to be susceptible to accrual and so have been recognized as revenues of the current fiscal period. All other revenue items are considered to be measurable and available only when cash is received by the Academy.

Internally dedicated resources are reported as general revenues rather than as program revenues.

When both restricted and unrestricted resources are available for use, it is the Academy's policy to use restricted resources first and the unrestricted resources as they are needed.

NOTE 1: ***SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*** (Continued)

Measurement Focus, Basis of Accounting, and Financial Statement Presentation (Continued)

The Academy reports the following major governmental funds:

General Fund – This fund is the general operating fund of the Academy. It is used to account for all financial resources except those required to be accounted for in another fund.

Assets, Liabilities and Fund Balance/Net Position

Investments – Investments are recorded at fair value.

Capital Assets – Capital assets, which include property and equipment, are reported in the governmental activities column in the government-wide financial statements. Capital assets are defined by the Academy as assets with an initial, individual cost of more than $5,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated fair market value at the date of donation. Capital Assets are depreciated using the straight line method over an estimated useful life of 30 years.

Long-term Debt – In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities. Bond premiums and discounts are deferred and amortized over the life of the bonds using the straight-line method. In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as current expenditures.

Deferred Outflows/Inflows of Resources – In addition to assets, the statement of financial position and balance sheets will sometimes report a separate section for deferred outflows or resources. This separate financial statement element, *deferred outflow of resources*, represents a consumption of net position and fund balance that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then.

NOTE 1: *SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES* (Continued)

Assets, Liabilities and Fund Balance/Net Position (Continued)

In addition to liabilities, the statement of financial position and balance sheets will sometimes report a separate section for deferred inflows or resources. This separate financial statement element, *deferred inflow of resources*, represents an acquisition of net position and fund balance that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time.

Net Position – The government-wide financial statements, utilize a net position presentation. Net position is categorized as investment in capital assets, restricted, and unrestricted.

- Net Investment in Capital Assets includes the Academy's capital assets (net of accumulated depreciation) reduced by the outstanding balances of bonds that are attributable to the acquisition, construction, or improvement of those assets.

- Restricted Net Position includes assets that have third-party (statutory, bond covenant, or granting agency) limitations on their use. The Academy typically uses restricted assets first, as appropriate opportunities arise, but reserves the right to selectively defer the use until a future project.

- Unrestricted Net Position typically includes unrestricted liquid assets. The Board has the authority to revisit or alter this designation.

Fund Balance Classification

The governmental fund financial statements present fund balances based on classifications that comprise a hierarchy that is based primarily on the extent to which the Academy is bound to honor constraints on the specific purposes for which amounts in the respective governmental funds can be spent. The classifications used in the governmental fund financial statements are as follows:

- Nonspendable – This classification includes amounts that cannot be spent either because they are not in a spendable form or because they are legally or contractually required to be maintained intact. The Academy has classified deposits as nonspendable resources as of June 30, 2024.

- Restricted – This classification includes amounts for which constraints have been placed on the use of the resources either (a) externally imposed by creditors (such as through a debt covenant), grantors, contributors, or laws or regulations of other governments, or (b) imposed by law through constitutional provisions or enabling legislation.

NOTE 1: ***SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*** (Continued)

Assets, Liabilities and Fund Balance/Net Position (Continued)

- The Academy has classified Emergency Reserves and funds held in the Building Corporation as being restricted because their use is restricted by State Statute for declared emergencies, and debt service.

- Committed – This classification includes amounts that can be used only for specific purposes pursuant to constraints imposed by formal action of the Board of Directors. These amounts cannot be used for any other purpose unless the Board of Directors removes or changes the specified use by taking the same type of action (ordinance or resolution) that was employed when the funds were initially committed. This classification also includes contractual obligations to the extent that existing resources have been specifically committed for use in satisfying those contractual requirements. The Academy did not have any committed resources as of June 30, 2024.

- Unassigned – This classification includes the residual fund balance for the General Fund. The Unassigned classification also includes negative residual fund balance of any other governmental fund that cannot be eliminated by offsetting of Assigned fund balance amounts.

The Academy would typically use Restricted fund balances first, followed by Committed resources, and then Assigned resources, as appropriate opportunities arise, but reserves the right to selectively spend Unassigned fund balance.

Compensated Absences

The Academy's policy allows full time administrative employees to accumulate sick leave at a rate ranging from 9 to 10 days per year, depending on the employee's position. Accrued sick leave in excess of one year is paid in June of each year at a rate of $100 per day. Upon termination of employment, full time administrative employees are paid for their accrued sick leave. Due to immateriality, the amount was not reported as a liability on the Academy's statement of net position. Should the amount become material in future years, a liability will be recorded on the Academy's financial statements.

Risk Management

The Academy is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters. The Academy carries commercial insurance for these risks of loss. Settled claims have not exceeded any coverages in the last three years.

NOTE 1: ***SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*** (Continued)

Comparative Data

Comparative total data for the prior year has been presented in the accompanying financial statements in order to provide an understanding of changes in the Academy's financial position and operations. However, comparative data has not been presented in all statements because such inclusion would make certain statements unduly complex and difficult to understand. Also, certain amounts presented in the prior year data have been reclassified to be consistent with current year's presentation.

NOTE 2: ***STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY***

Budgets and Budgetary Accounting

A budget is adopted for the General Fund on a basis consistent with generally accepted accounting principles.

Academy management submits to the Board of Directors a proposed budget for the fiscal year commencing the following July 1. The budget is adopted by the Board of Directors prior to June 30. Expenditures may not legally exceed appropriations at the fund level. Revisions must be approved by the Board of Directors. The budget includes proposed expenditures and the means of financing them. All appropriations lapse at fiscal year-end.

NOTE 3: ***CASH AND INVESTMENTS***

A reconciliation of the cash and investment components on the balance sheet to the cash and investments categories in this footnote are as follows:

Petty Cash	$ 700
Pooled Cash with the District	5,081,616
Investments	660,510
Total Cash and Investments	**$ 5,742,826**

NOTE 3: ***CASH AND INVESTMENTS*** (Continued)

Cash and Investments are reported in the financial statements as follows:

Cash and Investments	$ 4,774,308
Restricted Cash and Investments	968,518
Total	**$ 5,742,826**

Deposits

Custodial Credit Risk – Deposits

Custodial credit risk is the risk that in the event of a bank failure, the government's deposits may not be returned to it. The Colorado Public Deposit Protection Act (PDPA) requires that all units of local government deposit cash in eligible public depositories. Eligibility is determined by state regulations.

At June 30, 2024, State regulatory commissioners have indicated that all financial institutions holding deposits for the Academy are eligible public depositories. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution, or held in trust for all the uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits. The Academy has no policy regarding custodial credit risk for deposits.

The Academy has no deposits at June 30, 2024.

Pooled Cash with the District

Cash deposits are pooled with the District cash and investments which were held by several banking institutions. Pooled investments represent investments in local government investment pools or in money market funds. At June 30, 2024, the Academy's balance in equity in both restricted and unrestricted pooled cash of the District totaled $5,081,616.

NOTE 3: ***CASH AND INVESTMENTS*** (Continued)

Investments

Interest Rate Risk

The Academy does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. However, the Academy is required to follow the investment policy of the District.

Credit Risk

Colorado statutes specify in which instruments units of local government may invest, which include:

- Obligations of the United States and certain U.S. Government Agency securities and securities of the World Bank
- General obligation and revenue bonds of U.S. local government entities
- Certain certificates of participation
- Certain securities lending agreements
- Bankers' acceptances of certain banks
- Commercial paper
- Local government investment pools
- Written repurchase agreements and certain reverse repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts

The above investments are authorized for all funds and fund types used by Colorado municipalities.

Interest Rate and Credit Risk Policies

The Academy does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates, or a formal policy to limit credit risk. However, they follow state statutes regarding investments.

NOTE 3: ***<u>CASH AND INVESTMENTS</u>*** (Continued)

Investments (Continued)

Fair Value

The District categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant observable inputs

State statutes limit investments in money market funds to those that maintain a constant share price, with a maximum remaining maturity in accordance with Rule 2a-7, and either have assets of one billion dollars or the highest rating issued by a nationally recognized statistical rating organization ("NRSROs").

At June 30, 2024, the Academy had $660,510 invested in money market funds. The funds invest only in U.S. Treasury obligations and is rated AAAm by Standard and Poor's. These investments were valued with Level 1 inputs.

The Academy has no policy for managing credit risk or interest rate risk.

Restricted Cash and Investments

Cash and Investments of $660,510 are restricted in the Building Corporation Fund for project costs and bond reserves. Cash in the amount of $308,008 is also restricted in the General Fund as an emergency reserve related to the TABOR amendment.

NOTE 4: ***CAPITAL ASSETS***

Capital Assets activity for the year ended June 30, 2024 is summarized below.

	Balance June 30, 2023	Additions	Deletions	Balance June 30, 2024
Governmental Activities				
Capital Assets, not depreciated				
Land	$ 2,440,489	$ -	$ -	$ 2,440,489
Construction in Progress	619,873	2,239,735	470,817	2,388,791
Total Capital Assets, not depreciated	3,060,362	2,239,735	470,817	4,829,280
Capital Asset, depreciated				
Building	12,796,905	470,817	-	13,267,722
Machinery and Equipment	98,761	-	-	98,761
Vehicles	12,500	-	-	12,500
Total Capital Assets, depreciated	12,908,166	470,817	-	13,378,983
Accumulated Depreciation				
Building	3,722,395	677,208	-	4,399,603
Machinery and Equipment	91,241	2,833	-	94,074
Vehicles	12,500	-	-	12,500
Total Accumulated Depreciation	3,826,136	680,041	-	4,506,177
Capital Assets, depreciated, net	9,082,030	(209,224)	-	8,872,806
Total Capital Assets	$ **12,142,392**	$ **2,030,511**	$ **470,817**	$ **13,702,086**

Depreciation has been charged to the Supporting Services Program of the Academy.

NOTE 5: ***ACCRUED SALARIES AND BENEFITS***

Salaries and retirement benefits of certain contractually employed personnel are paid over a twelve-month period from August to July but are earned during a Academy year of approximately nine to ten months. The salaries and benefits earned, but unpaid, as of June 30, 2024, were $474,883. Accordingly, the accrued compensation is reflected as a liability in the accompanying financial statements of the General Fund.

NOTE 6: ***LONG-TERM DEBT***

Following is a summary of the Academy's long-term debt transactions for the year ended June 30, 2024:

	Balance June 30, 2023	Additions	Payments	Balance June 30, 2024	Due In One Year
Series 2021 Bonds	$ 8,520,000	$ -	$ 145,000	$ 8,375,000	$ 150,000
Bond Premium	178,101	-	5,397	172,704	5,397
Total	**$ 8,698,101**	**$ -**	**$ 150,397**	**$ 8,547,704**	**$ 155,397**

2021 Bonds Payable

In April, 2021, the Colorado Educational and Facilities Authority (CECFA) issued $1,825,000 Charter Academy Revenue Bonds, Series 2021A and $7,010,000 Charter Academy Refunding Revenue Bonds Series 2021B. Series 2021A was issued for improvements to the facility. The bonds accrue interest at rates ranging from 1.25% to 4.0%. Series 2021B was issued to fully refund the 2013 Charter Academy Revenue Refunding Bonds. Series 2013B accrues interest ranging from 2.744% to 3.968% Interest payments are due semi-annually on March 1 and September 1. Principal payments are due annually on March 1, through 2056.

The Academy is obligated under a lease agreement to make monthly lease payments to the Building Corporation for use of the facilities. The Building Corporation is obligated under the loan agreement to make similar payments to the trustee, for payment of the bonds.

Future debt service requirements are as follows:

Year Ended June 30,	Principal	Interest	Total
2025	$ 150,000	$ 312,100	$ 462,100
2026	150,000	308,507	458,507
2027	155,000	304,614	459,614
2028	160,000	300,584	460,584
2029	165,000	296,417	461,417
2030 – 2034	895,000	1,409,332	2,304,332
2035 – 2039	1,070,000	1,235,799	2,305,799
2040 – 2044	1,285,000	1,018,944	2,303,944
2045 – 2049	1,570,000	743,660	2,313,660
2050 – 2054	1,900,000	406,408	2,306,408
2055 – 2056	875,000	52,467	927,467
Total	**$ 8,375,000**	**$ 6,388,832**	**$ 14,763,832**

NOTE 7: ***DEFINED BENEFIT PENSION PLAN***

Summary of Significant Accounting Policies

Pensions. The Academy participates in the Academy Division Trust Fund (SCHDTF), a cost-sharing multiple-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position (FNP) and additions to/deductions from the FNP of the SCHDTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

General Information about the Pension Plan

Plan description. Eligible employees of the Academy are provided with pensions through the SCHDTF—a cost-sharing multiple-employer defined benefit pension plan administered by PERA. Plan benefits are specified in Title 24, Article 51 of the Colorado Revised Statutes (C.R.S.), administrative rules set forth at 8 C.C.R. 1502-1, and applicable provisions of the federal Internal Revenue Code. Colorado State law provisions may be amended from time to time by the Colorado General Assembly.

PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

Benefits provided as of December 31, 2023. PERA provides retirement, disability, and survivor benefits. Retirement benefits are determined by the amount of service credit earned and/or purchased, highest average salary, the benefit structure(s) under which the member retires, the benefit option selected at retirement, and age at retirement. Retirement eligibility is specified in tables set forth at C.R.S. § 24-51-602, 604, 1713, and 1714.

The lifetime retirement benefit for all eligible retiring employees under the PERA benefit structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit.

- The value of the retiring employee's member contribution account plus a 100% match on eligible amounts as of the retirement date. This amount is then annuitized into a monthly benefit based on life expectancy and other actuarial factors.

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

General Information about the Pension Plan (Continued)

In all cases the service retirement benefit is limited to 100% of highest average salary and cannot exceed the maximum benefit allowed by federal Internal Revenue Code.

Members may elect to withdraw their member contribution accounts upon termination of employment with all PERA employers; waiving rights to any lifetime retirement benefits earned. If eligible, the member may receive a match of either 50% or 100% on eligible amounts depending on when contributions were remitted to PERA, the date employment was terminated, whether 5 years of service credit has been obtained and the benefit structure under which contributions were made.

Upon meeting certain criteria, benefit recipients who elect to receive a lifetime retirement benefit generally receive post-retirement cost-of-living adjustments, referred to as annual increases in the C.R.S. Subject to the automatic adjustment provision (AAP) under C.R.S. § 24-51-413, eligible benefit recipients under the PERA benefit structure who began membership before January 1, 2007, and all eligible benefit recipients of the DPS benefit structure will receive the maximum annual increase (AI) or AI cap of 1.00% unless adjusted by the AAP.

Eligible benefit recipients under the PERA benefit structure who began membership on or after January 1, 2007, will receive the lesser of an annual increase of the 1.00% AI cap or the average increase of the Consumer Price Index for Urban Wage Earners and Clerical Workers for the prior calendar year, not to exceed a determined increase that would exhaust 10% of PERA's Annual Increase Reserve (AIR) for the SCHDTF. The AAP may raise or lower the aforementioned AI cap by up to 0.25% based on the parameters specified in C.R.S. § 24-51-413.

Disability benefits are available for eligible employees once they reach five years of earned service credit and are determined to meet the definition of disability. The disability benefit amount is based on the lifetime retirement benefit formula(s) shown above considering a minimum 20 years of service credit, if deemed disabled.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure(s) under which service credit was obtained, and the qualified survivor(s) who will receive the benefits.

NOTE 7: *DEFINED BENEFIT PENSION PLAN* (Continued)

General Information about the Pension Plan (Continued)

Contributions provisions as of June 30, 2024: Eligible employees of the Academy and the State are required to contribute to the SCHDTF at a rate set by Colorado statute. The contribution requirements for the SCHDTF are established under C.R.S. § 24-51-401, et seq. and § 24-51-413. Eligible employees are required to contribute 11.00% of their PERA-includable salary during the period of July 1, 2023 through June 30, 2024. Employer contribution requirements are summarized in the table below:

	July 1, 2023 Through June 30, 2024
Employer contribution rate	11.40%
Amount of employer contribution apportioned to the Health Care Trust Fund as specified in C.R.S. § 24-51-208(1)(f)	(1.02%)
Amount apportioned to the SCHDTF	10.38%
Amortization Equalization Disbursement (AED) as specified in C.R.S. § 24-51-411	4.50%
Supplemental Amortization Equalization Disbursement (SAED) as specified in C.R.S. § 24-51-411	5.50%
Total employer contribution rate to the SCHDTF	**20.38%**

*Contribution rates for the SCHDTF are expressed as a percentage of salary as defined in C.R.S. § 24-51-101(42).

Employer contributions are recognized by the SCHDTF in the period in which the compensation becomes payable to the member and the Academy is statutorily committed to pay the contributions to the SCHDTF. Employer contributions recognized by the SCHDTF from Academy were $1,096,619 for the year ended June 30, 2024.

For purposes of GASB 68 paragraph 15, a circumstance exists in which a nonemployer contributing entity is legally responsible for making contributions to the SCHDTF and is considered to meet the definition of a special funding situation. As specified in C.R.S. § 24-51-414, the State is required to contribute a $225 million direct distribution each year to PERA starting on July 1, 2018.

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

General Information about the Pension Plan (Continued)

A portion of the direct distribution payment is allocated to the SCHDTF based on the proportionate amount of annual payroll of the SCHDTF to the total annual payroll of the SCHDTF, State Division Trust Fund, Judicial Division Trust Fund, and Denver Public Academys Division Trust Fund. The direct distribution from the State was suspended in 2020. To compensate PERA for the suspension, C.R.S. §§ 24-51-414(6-8) required restorative payment by providing an accelerated payment in 2022. In 2022, the State Treasurer issued payment for the direct distribution of $225 million plus an additional amount of $380 million. Due to the advanced payment made in 2022, the State reduced the distribution in 2023 to $35 million. Additionally, the newly added C.R.S. § 24-51-414(9) providing compensatory payment of $14.561 million for 2023 only.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

The net pension liability for the SCHDTF was measured as of December 31, 2023, and the total pension liability (TPL) used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2022. Standard update procedures were used to roll-forward the TPL to December 31, 2023. The Academy's proportion of the net pension liability was based on the Academy's contributions to the SCHDTF for the calendar year 2023 relative to the total contributions of participating employers and the State as a nonemployer contributing entity.

At June 30, 2024, the Academy reported a liability of $13,720,475 for its proportionate share of the net pension liability that reflected an increase for support from the State as a nonemployer contributing entity. The amount recognized by the Academy as its proportionate share of the net pension liability, the related support from the State as a nonemployer contributing entity, and the total portion of the net pension liability that was associated with Academy were as follows:

Academy's proportionate share of the net pension liability	$13,470,475
The State's proportionate share of the net pension liability as a nonemployer contributing entity associated with the Academy	308,665
Total	$14,029,140

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

At December 31, 2023, the Academy's proportion was 0.0640%, which was an increase of 0.0022% from its proportion measured as of December 31, 2022.

For the year ended June 30, 2024, the Academy recognized pension expense of $1,363,248 and revenue of $0 for support from the State as a nonemployer contributing entity. At June 30, 2024, the Academy reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	$650,610	N/A
Changes of assumptions or other inputs	N/A	N/A
Net difference between projected and actual earnings on pension plan investments	983,544	N/A
Changes in proportion and differences between contributions recognized and proportionate share of contributions	1,651,393	$828,879
Contributions subsequent to the measurement date	541,129	N/A
Total	$3,826,676	$828,879

$541,129 reported as deferred outflows of resources related to pensions, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the year ended June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended June 30,	
2025	$822,045
2026	$806,641
2027	$622,352
2028	205,630
2029	-

NOTE 7: *DEFINED BENEFIT PENSION PLAN* (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Actuarial assumptions. The TPL in the December 31, 2022, actuarial valuation was determined using the following actuarial cost method, actuarial assumptions, and other inputs:

Actuarial cost method	Entry age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation:	3.40%-11.00%
Long-term investment rate of return, net of pension plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Post-retirement benefit increases:	
PERA benefit structure hired prior to 1/1/07 and DPS benefit structure (compounded annually)	1.00%
PERA benefit structure hired after 12/31/06[1]	Financed by the AIR

[1] Post-retirement benefit increases are provided by the AIR, accounted separately within each Division Trust Fund, and subject to moneys being available; therefore, liabilities related to increases for members of these benefit tiers can never exceed available assets.

The mortality tables described below are generational mortality tables developed on a benefit-weighted basis. Pre-retirement mortality assumptions were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions were based upon the PubT-2010 Healthy Retiree Table, adjusted as follows:

- **Males:** 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019**.**

- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

NOTE 7: *DEFINED BENEFIT PENSION PLAN* (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Post-retirement non-disabled beneficiary mortality assumptions were based upon the Pub-2010 Contingent Survivor Table, adjusted as follows:

- **Males:** 97% of the rates for all ages, with generational projection using scale MP-2019.

- **Females:** 105% of the rates for all ages, with generational projection using scale MP-2019**.**

Disabled mortality assumptions were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

The actuarial assumptions used in the December 31, 2022, valuation were based on the 2020 experience analysis, dated October 28, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by the PERA Board on November 20, 2020.

The long-term expected return on plan assets is reviewed as part of regularly scheduled experience studies prepared at least every five years and asset/liability studies performed every three to five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long- term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation, and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	54.00%	5.60%
Fixed Income	23.00%	1.30%
Private Equity	8.50%	7.10%
Real Estate	8.50%	4.40%
Alternatives	6.00%	4.70%
Total	**100.00%**	

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long- term expected nominal rate of return assumption of 7.25%.

Discount rate. The discount rate used to measure the TPL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.

- Employee contributions were assumed to be made at the member contribution rates in effect for each year, including the scheduled increases in SB 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employee contributions for future plan members were used to reduce the estimated amount of total service costs for future plan members.

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law for each year, including the scheduled increase in SB 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employer contributions also include current and estimated future AED and SAED, until the actuarial value funding ratio reaches 103%, at which point the AED and SAED will each drop 0.50% every year until they are zero.

- Additionally, estimated employer contributions reflect reductions for the funding of the AIR and retiree health care benefits. For future plan members, employer contributions were further reduced by the estimated amount of total service costs for future plan members not financed by their member contributions.

- As specified in law, the State, as a nonemployer contributing entity, will provide an annual direct distribution of $225 million commencing July 1, 2018, that is proportioned between the State, Academy, Judicial, and DPS Division Trust Funds based upon the covered payroll of each Division. The annual direct distribution ceases when all Division Trust Funds are fully funded.

- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.

- The AIR balance was excluded from the initial FNP, as, per statute, AIR amounts cannot be used to pay benefits until transferred to either the retirement benefits reserve or the survivor benefits reserve, as appropriate. AIR transfers to the FNP and the subsequent AIR benefit payments were estimated and included in the projections.

- Benefit payments and contributions were assumed to be made at the middle of the year.

- Beginning with the December 31, 2023, measurement date and thereafter, the FNP as of the current measurement date is used as a starting point for the GASB 67 projection test.

NOTE 7: ***DEFINED BENEFIT PENSION PLAN*** (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

Based on the above assumptions and methods, the SCHDTF's FNP was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on pension plan investments was applied to all periods of projected benefit payments to determine the TPL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Sensitivity of the Academy's proportionate share of the net pension liability to changes in the discount rate. The following presents the proportionate share of the net pension liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower (6.25%) or 1-percentage point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net pension	$18,346,558	$13,710,475	$9,862,882

Pension plan fiduciary net position. Detailed information about the SCHDTF's FNP is available in PERA's ACFR which can be obtained at www.copera.org/investments/pera-financial-reports.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN***

Summary of Significant Accounting Policies

OPEB. The School participates in the Health Care Trust Fund (HCTF), a cost-sharing multiple-employer defined benefit OPEB fund administered by the Public Employees' Retirement Association of Colorado ("PERA"). The net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, OPEB expense, information about the fiduciary net position (FNP) and additions to/deductions from the FNP of the HCTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefits paid on behalf of health care participants are recognized when due and/or payable in accordance with the benefit terms. Investments are reported at fair value.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

General Information about the OPEB Plan

Plan description. Eligible employees of the School are provided with OPEB through the HCTF—a cost-sharing multiple-employer defined benefit OPEB plan administered by PERA. The HCTF is established under Title 24, Article 51, Part 12 of the Colorado Revised Statutes (C.R.S.), as amended, and sets forth a framework that grants authority to the PERA Board to contract, self-insure, and authorize disbursements necessary in order to carry out the purposes of the PERACare program, including the administration of the premium subsidies. Colorado State law provisions may be amended by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (ACFR) that can be obtained at www.copera.org/investments/pera-financial-reports.

Benefits provided. The HCTF provides a health care premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans, however, the subsidy is not available if only enrolled in the dental and/or vision plan(s). The health care premium subsidy is based upon the benefit structure under which the member retires and the member's years of service credit. For members who retire having service credit with employers in the Denver Public Schools (DPS) Division and one or more of the other four Divisions (State, School, Local Government and Judicial), the premium subsidy is allocated between the HCTF and the Denver Public Schools Health Care Trust Fund (DPS HCTF). The basis for the amount of the premium subsidy funded by each trust fund is the percentage of the member contribution account balance from each division as it relates to the total member contribution account balance from which the retirement benefit is paid.

C.R.S. § 24-51-1202 et seq. specifies the eligibility for enrollment in the health care plans offered by PERA and the amount of the premium subsidy. The law governing a benefit recipient's eligibility for the subsidy and the amount of the subsidy differs slightly depending under which benefit structure the benefits are calculated. All benefit recipients under the PERA benefit structure and all retirees under the DPS benefit structure are eligible for a premium subsidy, if enrolled in a health care plan under PERACare. Upon the death of a DPS benefit structure retiree, no further subsidy is paid.

Enrollment in the PERACare health benefits program is voluntary and is available to benefit recipients and their eligible dependents, certain surviving spouses, and divorced spouses and guardians, among others. Eligible benefit recipients may enroll into the program upon retirement, upon the occurrence of certain life events, or on an annual basis during an open enrollment period.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

General Information about the OPEB Plan (Continued)

PERA Benefit Structure
The maximum service-based premium subsidy is $230 per month for benefit recipients who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is $115 per month for benefit recipients who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for benefit recipients with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The benefit recipient pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For benefit recipients who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, C.R.S. § 24-51-1206(4) provides an additional subsidy. According to the statute, PERA cannot charge premiums to benefit recipients without Medicare Part A that are greater than premiums charged to benefit recipients with Part A for the same plan option, coverage level, and service credit. Currently, for each individual PERACare enrollee, the total premium for Medicare coverage is determined assuming plan participants have both Medicare Part A and Part B and the difference in premium cost is paid by the HCTF or the DPS HCTF on behalf of benefit recipients not covered by Medicare Part A.

For retirees who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, the HCTF or the DPS HCTF pays an alternate service-based premium subsidy. Each individual retiree meeting these conditions receives the maximum $230 per month subsidy reduced appropriately for service less than 20 years, as described above. Retirees who do not have Medicare Part A pay the difference between the total premium and the monthly subsidy.

Contributions. Pursuant to Title 24, Article 51, Section 208(1) (f) of the C.R.S., as amended, certain contributions are apportioned to the HCTF. PERA-affiliated employers of the State, School, Local Government, and Judicial Divisions are required to contribute at a rate of 1.02% of PERA-includable salary into the HCTF.

Employer contributions are recognized by the HCTF in the period in which the compensation becomes payable to the member and the School is statutorily committed to pay the contributions. Employer contributions recognized by the HCTF from the School were $53,979 for the year ended June 30, 2024.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2024, the School reported a liability of $331,295 for its proportionate share of the net OPEB liability. The net OPEB liability for the HCTF was measured as of December 31, 2023, and the total OPEB liability (TOL) used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2022. Standard update procedures were used to roll-forward the TOL to December 31, 2023. The School's proportion of the net OPEB liability was based on the School's contributions to the HCTF for the calendar year 2023 relative to the total contributions of participating employers to the HCTF.

At December 31, 2023, the School's proportion was 0.0464%, which was an increase of 0.0094% from its proportion measured as of December 31, 2022.

For the year ended June 30, 2024, the School recognized OPEB income of $4,369. At June 30, 2024 the School reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	N/A	$67,902
Changes of assumptions or other inputs	$3,896	38,588
Net difference between projected and actual earnings on OPEB plan investments	10,246	N/A
Changes in proportion and differences between contributions recognized and proportionate share of contributions	2,782	15,976
Contributions subsequent to the measurement date	27,244	N/A
Total	$44,168	$122,466

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

$27,244 reported as deferred outflows of resources related to OPEB, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year ended June 30,	
2025	($18,833)
2026	($19,012)
2027	($19,021)
2028	($19,972)
2029	($16,885)
Thereafter	($11,819)

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Actuarial assumptions. The TOL in the December 31, 2022 actuarial valuation was determined using the following actuarial cost method, actuarial assumptions and other inputs:

	School Division
Actuarial cost method	Entry age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation	
Members other than Safety Officers	3.40%-11.00%
Long-term investment rate of return, net of OPEB plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Health care cost trend rates	
PERA benefit structure:	
Service-based premium subsidy	0.00%
PERACare Medicare plans[1]	7.00% in 2023, gradually decreasing to 4.50% in 2033
Medicare Part A premiums	3.50% in 2023, gradually increasing to 4.50% in 2035
DPS benefit structure:	
Service-based premium subsidy	0.00%
PERACare Medicare plans	N/A
Medicare Part A premiums	N/A

[1] UnitedHealthcare MAPD PPO plans are 0% for 2023.

NOTE 8: *DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN* (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Each year the per capita health care costs are developed by plan option; currently based on 2023 premium rates for the UnitedHealthcare Medicare Advantage Prescription Drug (MAPD) PPO plan #1, the UnitedHealthcare MAPD PPO plan #2, and the Kaiser Permanente MAPD HMO plan. Actuarial morbidity factors are then applied to estimate individual retiree and spouse costs by age, gender, and health care cost trend. This approach applies for all members and is adjusted accordingly for those not eligible for premium-free Medicare Part A for the PERA benefit structure.

Age-Related Morbidity Assumptions

Participant Age	Annual Increase (Male)	Annual Increase (Female)
65-68	2.2%	2.3%
69	2.8%	2.2%
70	2.7%	1.6%
71	3.1%	0.5%
72	2.3%	0.7%
73	1.2%	0.8%
74	0.9%	1.5%
75-85	0.9%	1.3%
86 and older	0.0%	0.0%

Sample Age	MAPD PPO #1 with Medicare Part A		MAPD PPO #2 with Medicare Part A		MAPD HMO (Kaiser) with Medicare Part A	
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Male	Female	Male	Female	Male	Female
65	$1,692	$1,406	$579	$481	$1,913	$1,589
70	$1,901	$1,573	$650	$538	$2,149	$1,778
75	$2,100	$1,653	$718	$566	$2,374	$1,869

NOTE 8: *DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN* (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Sample Age	MAPD PPO #1 without Medicare Part A		MAPD PPO #2 without Medicare Part A		MAPD HMO (Kaiser) without Medicare Part A	
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Male	Female	Male	Female	Male	Female
65	$6,469	$5,373	$4,198	$3,487	$6,719	$5,581
70	$7,266	$6,011	$4,715	$3,900	$7,546	$6,243
75	$8,026	$6,319	$5,208	$4,101	$8,336	$6,563

The 2023 Medicare Part A premium is $506 per month.

All costs are subject to the health care cost trend rates, as discussed below.

Health care cost trend rates reflect the change in per capita health costs over time due to factors such as medical inflation, utilization, plan design, and technology improvements. For the PERA benefit structure, health care cost trend rates are needed to project the future costs associated with providing benefits to those PERACare enrollees not eligible for premium-free Medicare Part A.

Health care cost trend rates for the PERA benefit structure are based on published annual health care inflation surveys in conjunction with actual plan experience (if credible), building block models and industry methods developed by health plan actuaries and administrators. In addition, projected trends for the Federal Hospital Insurance Trust Fund (Medicare Part A premiums) provided by the Centers for Medicare & Medicaid Services are referenced in the development of these rates. Effective December 31, 2022, the health care cost trend rates for Medicare Part A premiums were revised to reflect the current expectation of future increases in rates of inflation applicable to Medicare Part A premiums.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

The PERA benefit structure health care cost trend rates used to measure the TOL are summarized in the table below:

Year	PERACare Medicare Plans	Medicare Part A Premiums
2023	7.00%	3.50%
2024	6.75%	3.50%
2025	6.50%	3.75%
2026	6.25%	3.75%
2027	6.00%	4.00%
2028	5.75%	4.00%
2029	5.50%	4.00%
2030	5.25%	4.25%
2031	5.00%	4.25%
2032	4.75%	4.25%
2033	4.50%	4.25%
2034	4.50%	4.25%
2035+	4.50%	4.50%

Mortality assumptions used in the December 31, 2022, valuation for the determination of the total pension liability for each of the Division Trust Funds as shown below, reflect generational mortality and were applied, as applicable, in the determination of the TOL for the HCTF, but developed on a headcount-weighted basis. Affiliated employers of the State, School, Local Government and Judicial Divisions participate in the HCTF.

Pre-retirement mortality assumptions for the State and Local Government Divisions (members other than Safety Officers) were based upon the PubG-2010 Employee Table with generational projection using scale MP-2019.

Pre-retirement mortality assumptions for Safety Officers were based upon the PubS-2010 Employee Table with generational projection using scale MP-2019.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Pre-retirement mortality assumptions for the School Division were based upon the PubT-2010 Employee Table with generational projection using scale MP-2019.

Pre-retirement mortality assumptions for the Judicial Division were based upon the PubG-2010(A) Above-Median Employee Table with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for the State and Local Government Divisions (members other than Safety Officers) were based upon the PubG-2010 Healthy Retiree Table, adjusted as follows:

- **Males:** 94% of the rates prior to age 80 and 90% of the rates for ages 80 and older, with generational projection using scale MP-2019.

- Females: 87% of the rates prior to age 80 and 107% of the rates for ages 80 and older, with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for Safety Officers were based upon the unadjusted PubS-2010 Healthy Retiree Table, with generational projection using scale MP-2019.

Post-retirement non-disabled mortality assumptions for the School Division were based upon the PubT-2010 Healthy Retiree Table, adjusted as follows:

- Males: 112% of the rates prior to age 80 and 94% of the rates for ages 80 and older, with generational projection using scale MP-2019.

- Females: 83% of the rates prior to age 80 and 106% of the rates for ages 80 and older, with generational projection using scale MP-2019.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Post-retirement non-disabled mortality assumptions for the Judicial Division were based upon the unadjusted PubG-2010(A) Above-Median Healthy Retiree Table with generational projection using scale MP-2019.

Post-retirement non-disabled beneficiary mortality assumptions were based upon the Pub-2010 Contingent Survivor Table, adjusted as follows:

- Males: 97% of the rates for all ages, with generational projection using scale MP-2019.
- Females: 105% of the rates for all ages, with generational projection using scale MP-2019.

Disabled mortality assumptions for members other than Safety Officers were based upon the PubNS-2010 Disabled Retiree Table using 99% of the rates for all ages with generational projection using scale MP-2019.

Disabled mortality assumptions for Safety Officers were based upon the unadjusted PubS-2010 Disabled Retiree Table with generational projection using scale MP-2019.

The following health care costs assumptions were updated and used in the roll-forward calculation for the HCTF:

- Per capita health care costs in effect as of the December 31, 2022, valuation date for those PERACare enrollees under the PERA benefit structure who are expected to be age 65 and older and are not eligible for premium-free Medicare Part A benefits have been updated to reflect costs for the 2023 plan year.
- The morbidity rates used to estimate individual retiree and spouse costs by age and by gender were updated effective for the December 31, 2022, actuarial valuation. The revised morbidity rate factors are based on a review of historical claims experience by age, gender, and status (active versus retired) from actuary's claims data warehouse.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

- The health care cost trend rates applicable to health care premiums were revised to reflect the then current expectation of future increases in those premiums.

Actuarial assumptions pertaining to per capita health care costs and their related trend rates are analyzed and updated annually by PERA Board's actuary, as discussed above.

The actuarial assumptions used in the December 31, 2022, valuations were based on the 2020 experience analysis, dated October 28, 2020, and November 4, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by PERA's Board on November 20, 2020.

The long-term expected return on plan assets is reviewed as part of regularly scheduled experience studies performed at least every five years, and asset/liability studies, performed every three to five years for PERA. The most recent analyses were outlined in the Experience Study report dated October 28, 2020.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	54.00%	5.60%
Fixed Income	23.00%	1.30%
Private Equity	8.50%	7.10%
Real Estate	8.50%	4.40%
Alternatives	6.00%	4.70%
Total	**100.00%**	

Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected nominal rate of return assumption of 7.25%.

Sensitivity of the School's proportionate share of the net OPEB liability to changes in the Health Care Cost Trend Rates. The following presents the net OPEB liability using the current health care cost trend rates applicable to the PERA benefit structure, as well as if it were calculated using health care cost trend rates that are one percentage point lower or one percentage point higher than the current rates:

	1% Decrease in Trend Rates	Current Trend Rates	1% Increase in Trend Rates
Initial PERACare Medicare trend rate[1]	5.75%	6.75%	7.75%
Ultimate PERACare Medicare trend rate	3.50%	4.50%	5.50%
Initial Medicare Part A trend rate	2.50%	3.50%	4.50%
Ultimate Medicare Part A trend	3.50%	4.50%	5.50%
Net OPEB Liability	$321,786	$331,295	$341,638

[1]For the January 1, 2024, plan year.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

Discount rate. The discount rate used to measure the TOL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Updated health care cost trend rates for Medicare Part A premiums as of the December 31, 2023, measurement date.

- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.

- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law and effective as of the measurement date.

- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.

- Estimated transfers of dollars into the HCTF representing a portion of purchase service agreements intended to cover the costs associated with OPEB benefits.

- Benefit payments and contributions were assumed to be made at the middle of the year.

- Beginning with the December 31, 2023, measurement date and thereafter, the FNP as of the current measurement date is used as a starting point for the GASB 74 projection test.

NOTE 8: ***DEFINED BENEFIT OTHER POST EMPLOYMENT BENEFIT (OPEB) PLAN*** (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

- As of the December 31, 2023, measurement date, the FNP and related disclosure components for the HCTF reflect payments related to the disaffiliation of Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022. As of the December 31, 2023, year-end, PERA recognized two additions for accounting and financial reporting purposes: a $24 million payment received on December 4, 2023, and a $2 million receivable. The employer disaffiliation payment and receivable allocations to the HCTF and Local Government Division Trust Fund were $1.033 million and $24.967 million, respectively.

Based on the above assumptions and methods, the FNP for the HCTF was projected to be available to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

Sensitivity of the School's proportionate share of the net OPEB liability to changes in the discount rate. The following presents the proportionate share of the net OPEB liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.25%) or 1-percentage-point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net OPEB liability	$391,301	$331,295	$279,960

OPEB plan fiduciary net position. Detailed information about the HCTF's FNP is available in PERA's ACFR which can be obtained at www.copera.org/investments/pera-financial-reports

NOTE 9: ***COMMITMENTS AND CONTINGENCIES***

Claims and Judgments

The Academy participates in a number of federal and state programs that are fully or partially funded by grants received from other governmental units. Expenditures financed by grants are subject to audit by the appropriate grantor government. If expenditures are disallowed due to noncompliance with grant program regulations, the Academy may be required to reimburse the grantor government. As of June 30, 2024, significant amounts of grant expenditures have not been audited, but the Academy believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the Academy.

Tabor Amendment

In November 1992, Colorado voters passed the Tabor Amendment to the State Constitution, which limits state and local government tax powers and imposes spending limitations. Fiscal year 1993 provides the basis for limits in future years to which may be applied allowable increases for inflation and student enrollment. Revenue received in excess of the limitations may be required to be refunded. The Academy believes it has complied with the Amendment.

As required by the Amendment, the Academy has established a reserve for emergencies. At June 30, 2024, the reserve of $308,008 was recorded as a reservation of fund balance in the General Fund. The District also holds $308,008 in pooled cash on behalf of the Academy for this reserve.

NOTE 10: ***DEFICIT NET POSITION***

The net position of the governmental activities is in a deficit position of $230,337 due to the Academy including its Net Pension Liability per the requirements of GASB Statement No. 68.

NOTE 11: ***SUBSEQUENT EVENTS***

Potential subsequent events were considered through December 13, 2024. It was determined that no events were required to be disclosed through this date.

REQUIRED SUPPLEMENTARY INFORMATION

LINCOLN ACADEMY

GENERAL FUND
BUDGETARY COMPARISON SCHEDULE
Year Ended June 30, 2024

	2024				
	ORIGINAL BUDGET	FINAL BUDGET	ACTUAL	VARIANCE Positive (Negative)	2023 ACTUAL
REVENUES					
Local Sources					
Per Pupil Revenue	$ 7,558,488	$ 7,973,525	$ 7,973,525	$ -	$ 6,974,914
Mill Levy Override	1,471,266	1,594,798	1,592,244	(2,554)	1,463,617
Charges for Services	454,518	374,423	367,801	(6,622)	450,203
Donations	17,846	81,015	70,034	(10,981)	40,158
Other	13,067	107,237	86,183	(21,054)	83,757
State and Federal Sources					
Grants and Donations	365,946	574,419	647,638	73,219	357,501
TOTAL REVENUES	9,881,131	10,705,417	10,737,425	32,008	9,370,150
EXPENDITURES					
Salaries	5,646,132	5,557,440	5,512,351	45,089	4,918,893
Employee Benefits	1,697,477	1,567,406	1,562,782	4,624	1,420,502
Purchased Services	1,652,818	1,857,847	1,693,534	164,313	1,544,644
Supplies and Materials	359,185	3,366,706	395,221	2,971,485	346,779
Property	50,000	2,174,631	2,006,084	168,547	427,813
Debt Service					
Principal	145,000	145,000	145,000	-	140,000
Interest	315,631	315,631	315,631	-	319,024
TOTAL EXPENDITURES	9,866,243	14,984,661	11,630,603	3,354,058	9,117,655
NET CHANGE IN FUND BALANCE	14,888	(4,279,244)	(893,178)	3,386,066	252,495
FUND BALANCE, Beginning	6,087,962	6,087,962	6,087,966	4	5,835,471
FUND BALANCE, Ending	$ 6,102,850	$ 1,808,718	$ 5,194,788	$ 3,386,070	$ 6,087,966

See the accompanying independent auditors' report.

LINCOLN ACADEMY

SCHEDULE OF THE SCHOOL'S PROPORTIONATE SHARE
SCHOOL DISTRICT TRUST FUND

Years Ended December 31,

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
School's proportionate share of the Net Pension Liablility	0.0534%	0.0591%	0.0610%	0.0687%	0.0636%	0.0631%	0.0758%	0.0696%	0.0618%	0.0640%
School's proportionate share of the Net Pension Liablility	$ 7,235,543	$ 8,933,027	$ 18,154,879	$ 22,220,588	$ 11,263,180	$ 9,434,303	$ 11,455,706	$ 8,097,261	$ 11,247,156	$ 13,470,475
State of Colorado's Proportionate Share of the Net Pension Liability associated with the School	$ -	$ -	$ -	$ -	$ 1,540,083	$ 1,196,621	$ -	$ 834,018	$ 892,927	$ 308,665
Total portion of the Net Pension Liability associated with the School	$ 7,235,543	$ 8,933,027	$ 18,154,879	$ 22,220,588	$ 12,803,263	$ 10,630,924	$ 11,455,706	$ 8,931,279	$ 12,140,083	$ 13,779,140
School's covered payroll	$ 2,277,130	$ 2,632,144	$ 3,004,450	$ 3,204,976	$ 3,487,340	$ 3,702,501	$ 4,050,700	$ 4,299,876	$ 4,900,273	$ 5,092,013
School's proportionate share of the Net Pension Liablility as a percentage of its covered payroll	317.7%	339.4%	604.3%	693.3%	367.1%	287.1%	282.8%	207.7%	247.7%	270.6%
Plan fiduciary net position as a percentage of the total pension liability	62.80%	59.18%	43.10%	43.96%	57.01%	64.52%	66.99%	74.86%	61.79%	64.70%

Notes:

This schedule is reported as of December 31, as that is the plan year end.

LINCOLN ACADEMY

SCHEDULE OF THE SCHOOL'S CONTRIBUTIONS
SCHOOL DISTRICT TRUST FUND

Years Ended June 30,

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Statutorily required contributions	$ 440,350	$ 540,515	$ 582,839	$ 628,072	$ 697,646	$ 783,918	$ 880,115	$ 900,852	$ 1,065,469	$ 1,096,619
Contributions in relation to the Statutorily required contributions	440,350	540,515	582,839	628,072	697,646	783,918	880,115	900,852	1,065,469	1,096,619
Contribution deficiency (excess)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
School's covered payroll	$ 2,402,608	$ 2,868,448	$ 3,117,939	$ 3,279,616	$ 3,591,870	$ 3,993,291	$ 4,123,306	$ 4,451,519	$ 4,900,273	$ 5,292,038
Contributions as a percentage of covered payroll	18.33%	18.84%	18.69%	19.15%	19.42%	19.63%	21.34%	20.24%	21.74%	20.72%

See the accompanying independent auditors' report.

LINCOLN ACADEMY

SCHEDULE OF THE SCHOOL'S PROPORTIONATE SHARE
HEALTH CARE TRUST FUND

Years Ended December 31,

	2016	2017	2018	2019	2020	2021	2022	2023
School's proportionate share of the Net OPEB Liability	0.0381%	0.0390%	0.0413%	0.0413%	0.0438%	0.0412%	0.0371%	0.0464%
School's proportionate share of the Net OPEB Liability	$ 470,436	$ 507,424	$ 562,529	$ 463,882	$ 416,484	$ 391,750	$ 383,270	$ 331,295
School's covered payroll	$ 3,004,450	$ 3,204,976	$ 3,487,340	$ 3,702,501	$ 4,050,700	$ 4,299,876	$ 4,900,273	$ 5,092,013
School's proportionate share of the Net OPEB Liability as a percentage of its covered payroll	604.3%	604.3%	604.3%	798.2%	972.6%	1097.6%	1278.5%	1537.0%
Plan fiduciary net position as a percentage of the total OPEB Liability	16.72%	17.53%	17.03%	24.49%	32.78%	39.40%	38.57%	46.16%

Notes:
This schedule is reported as of December 31, as that is the plan year end.

This schedule will report ten years of data when it is available

See the accompanying independent auditors' report.

LINCOLN ACADEMY

SCHEDULE OF THE SCHOOL'S CONTRIBUTIONS
HEALTH CARE TRUST FUND

Years Ended June 30,

	2017	2018	2019	2020	2021	2022	2023	2024
Statutorily required contributions	$ 31,803	$ 33,452	$ 36,637	$ 40,732	$ 42,058	$ 45,405	$ 49,983	$ 53,979
Contributions in relation to the Statutorily required contributions	31,803	33,452	36,637	40,732	42,058	45,405	49,983	53,979
Contribution deficiency (excess)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
School's covered payroll	$ 3,117,939	$ 3,279,616	$ 3,591,870	$ 3,993,291	$ 4,123,306	$ 4,451,519	$ 4,900,273	$ 5,292,038
Contributions as a percentage of covered payroll	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%

Notes:
This schedule will report ten years of data when it is available

See the accompanying independent auditors' report.

Development Committee Report December 2024

The Development Committee's goal is to network with the community and local businesses to create awareness about the mission of Lincoln Academy. This committee serves to build positive relationships with the community, host fundraisers, seek out and apply to grants, and pursue general funding opportunities on a larger scale for long term development opportunities.

1. **Current Plan**

    a) Attended All-Hands for landscaping company that donated to LA
        a. Committee to assume responsibility for Board gratitude and thank you cards

    b) Next Focus: Documentation of LA overview and Charter Funding Explanation
        a. Will provide to LA Admin and Board for Feedback
        b. Potentially use this as leave-behind reference material when seeking new donors (pending feedback)
            i. Make handouts available to families who work for companies that might be interested in donating
            ii. Chair to eventually start reaching out to local businesses

    c) Next Meeting will be in Jan (Details to be posted on website)

Please contact Katie Lehr with any questions: katielehr@linconacademy.net

Changes will not happen overnight, but with the proper strategy in place, we hope to make strides over time to help support the larger-scale wants and needs of Lincoln Academy.

Proposed Motions: *None.*

Executive Committee Report December2024

The executive committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the head(s) of school. The committee will determine the monthly agenda and support the head(s) of school on topics to present monthly per board policy. The executive committee is responsible for reporting to the board any concerning themes or information that pertains to governance of the school; these include but are not limited to legal, curriculum, and operational changes or concerns.

Executive committee meetings will typically occur every month two weeks prior to the regular Board of Directors meeting, except for July, when typically, no meetings occur for summer break.

Committee Members in attendance: Micah Gilbreath (Board President), Katie Lehr (Board Vice President), Paul Hurst (Principal) and Lori Woods (Operations)

1. **Agenda Meeting**

Discussed December deliverables per board policy to be presented by Mr. Hurst and Ms. Woods in their November reports to the board. These include:

   a. Student Interactions (Treatment of Students) Policy 2.1.2
   b. Final October 1st One Day Student Count Policy 2.1.5 (2)
   c. Discipline Referrals/Suspension data Policy 2.1.2
   d. IEP (Individualized Education Plan) report Policy 2.1.4
   e. Prospective Family Informational Night Update Policy 2.1.5 (2)
   f. Report on Staff Exit Survey Policy 2.1.5 (1)

   2.1.2 Treatment of Students
   With respect to interactions with students, the Executive Director shall not cause or allow conditions, procedures or decisions that are unsafe, disrespectful, undignified, and unnecessarily intrusive or that fail to provide appropriate confidentiality, privacy or otherwise detract from a safe and orderly school environment.
   Accordingly, the Executive Director shall not:

1. Fail to operate within the guidelines of the Discipline Policy that is based on the District Code of Conduct and the Discipline Policy and Procedures as stated in the Parent/Student Handbook.
2. Allow students to violate the Discipline Policy and Procedures without experiencing an appropriate consequence.
3. Fail to inform and educate students, and prospective students, about the school policies and procedures.
4. Fail to encourage students as they develop the academic skills, passion and responsibility for learning.
5. Discriminate against or fail to constructively respond to any student.

2. **DRAFT Executive Director Evaluation Rubric and Criteria**
   a. Discussed feedback from stakeholders and implemented changes, continues to be a working document to use during the mid-year check ins
   b. Draft to be Shared with BoD
   c. Determined a working session is not necessary

3. **Structure Decision – January Working Session perhaps part of Strategic Plan**
4. **Strategic Plan – propose two separate working sessions. One in January and one in February.**

Proposed Motions: (3 proposed motions this month)

Motion xx-xx-xx: Motion to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(h) to discuss board matter involving use of the grievance policy.

Motion xx-xx-xx: Motion to enter executive session under Colorado Revised Statutes (C.R.S.) 24-6-402(4)(f) Personnel matters to provide a mid-year evaluation with Executive Director Lori Woods.

Motion xx-xx-xx: Motion to enter executive session under Colorado Revised Statutes (C.R.S.) 24-6-402(4)(f) Personnel matters to provide a mid-year evaluation with Executive Director Paul Hurst.