

Lincoln Academy Board of Directors 2024-2025

Regular Meeting Minutes

December 17, 2024 | Lincoln Academy Student Center | 7180 Oak Street | Arvada, CO 80004

Microsoft Teams Online Meeting Platform

Recording of Teams Meeting can be accessed for 90 days after the meeting. The recording is posted on the Lincoln Academy Board of Directors Meeting Agendas/Minutes webpage and can be found at [Regular BoD meeting \[In-person\]-20241217 182941-Meeting Recording.mp4](#) for the bulk of the meeting and [Regular BoD meeting \[In-person\]-20241217 231816-Meeting Recording.mp4](#) for the closing of the meeting following executive sessions. The recordings expires 90 days (about 3 months) after the meeting.

Mission and Vision

- The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.
- The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.

Meeting Minutes

Preliminaries (6:30pm)

President Gilbreath called the meeting to order at 6:30pm, welcoming our online and in-person guests. The following members were in attendance: Micah Gilbreath, Travis Harrison (virtual), Katie Lehr, Rob McCready, Kyle Pethe, Paul Hurst and Lori Woods.

Absent: Amanda Corrion (Due to work travel)

There was no public comment.

Consent Agenda (6:31pm)

The Board of Directors approved the consent agenda, including the Regular Meeting Agenda for Dec 17, 2024 and the Meeting Minutes from Nov 19, 2024.

Head of School Report (6:32pm)

Head of School (Principal) Paul Hurst and Head of School (Operation Director) Lori Woods gave a report including information on:

- a. Prospective Parent Night and early enrollment (6:32pm)
- b. Official October count and IEP report (6:35pm)
- c. Discipline referrals and suspension data. (6:41pm)
- d. We have an incredible staff! (7:05pm)

Committee Reports (7:10pm)

- a. School Accountability (Rob McCready)– Appended report. (7:10)
 - 1. Jeffco Family Survey – committee completed these basic questions
 - 2. Lincoln Family Survey -
 - i. Communication
 - ii. Potential for extra options for survey submissions
 - 3. Family Survey question review (Board vote to approve in January)
 - 4. Change of date for next SAC Meeting January 14th 6:30 PM
- b. Facilities (Kyle Pethe) (7:23)
 - 1. Verbal Report
 - i. Phone replacement system has been selected. Implementation plan in work.
 - 2. Next meeting: Feb 6, 8:15am
- c. Finance (Travis Harrison; Allotted Time 15:00 – 20:00) – Appended Report. (7:29)
 - 1. 2024-2025 Financials Update. – 3% raise for everyone, plus additional to bring everyone up to 94% of the district equivalent salaries
 - 2. 2024-2025 Working Budget
 - 3. Annual Audit

Motion 07-12-17: Move to approve the updated 2024-2025 working budget as submitted by the Finance Committee. (7:47).

Motion by Micah Gilbreath, second by Katie Lehr.

Motion Passed (5 in favor, 0 against, 1 abstention): Katie Lehr (Y), Micah Gilbreath (Y), Travis Harrison (Y), Rob McCready (Y), and Kyle Pethe (Y), Amanda Corrion (Abstained – Absent)

Motion 08-12-17: Move to approve the 2023-2024 audit report as submitted by the Finance Committee. (7:54)

Motion by Travis Harrison, second by Micah Gilbreath.

Motion Passed (5 in favor, 0 against, 1 abstention): Katie Lehr (Y), Micah Gilbreath (Y), Travis Harrison (Y), Rob McCready (Y), and Kyle Pethe (Y), Amanda Corrion (Abstained – Absent)

- 4. Next Meeting will be in January, check website for details
- d. Development (Katie Lehr; Appended Report (7:56)
 - 1. All-Hands for landscaping company that donated to LA
 - 2. Documentation of LA Overview and Charter Funding Explanation
 - 3. Next Meeting will be in January, check website for details
- e. Executive Team (President Micah Gilbreath and Vice President Katie Lehr; Appended Report (7:58)
 - 1. Governance
 - i. Policy Section 2.1.2 Treatment of Students

Motion 09-12-17: Move to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(h) to discuss board matter involving the use of the grievance policy.

Motion by Micah Gilbreath, second by Katie Lehr.

Motion Passed (5 in favor, 0 against, 1 abstention): Katie Lehr (Y), Micah Gilbreath (Y), Travis Harrison (Y), Rob McCready (Y), and Kyle Pethe (Y), Amanda Corrion (Abstained – Absent)

President Gilbreath called Executive Session to order at 8:06 pm. The following board members were in attendance: Micah Gilbreath, Travis Harrison, Rob McCready, Kyle Pethe, Katie Lehr, Lori Woods, and Paul Hurst. Reason for Executive Session, noted in Motion 09-12-17. President Gilbreath adjourned Executive Session at 8:25 p.m.

President Gilbreath reopened the regular meeting at 8:27pm with the same board members in attendance.

Motion 10-12-17: Move to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel matters to provide a mid-year evaluation with Executive Director Lori Woods.

Motion by Micah Gilbreath, second by Katie Lehr.

Motion Passed (5 in favor, 0 against, 1 abstention): Katie Lehr (Y), Micah Gilbreath (Y), Travis Harrison (Y), Rob McCready (Y), and Kyle Pethe (Y), Amanda Corrion (Abstained – Absent)

President Gilbreath called Executive Session to order at 8:36 pm. The following board members were in attendance: Micah Gilbreath, Travis Harrison, Rob McCready, Kyle Pethe, Katie Lehr, and Lori Woods. Reason for Executive Session, noted in Motion 10-12-17. President Gilbreath adjourned Executive Session at 9:53 pm.

President Gilbreath reopened the regular meeting at 10:00pm. The following board members were in attendance: Micah Gilbreath, Travis Harrison, Rob McCready, Kyle Pethe, Katie Lehr, and Paul Hurst.

Motion 11-12-17: Motion to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel matters to provide a mid-year evaluation with Executive Director Paul Hurst.

Motion by Micah Gilbreath, second by Katie Lehr.

Motion Passed (5 in favor, 0 against, 1 abstention): Katie Lehr (Y), Micah Gilbreath (Y), Travis Harrison (Y), Rob McCready (Y), and Kyle Pethe (Y), Amanda Corrion (Abstained – Absent)

President Gilbreath called Executive Session to order at 10:02 pm. The following board members were in attendance: Micah Gilbreath, Travis Harrison, Rob McCready, Kyle Pethe, Katie Lehr, and Paul Hurst. Reason for Executive Session, noted in Motion 11-12-17. President Gilbreath adjourned Executive Session at 11:17pm.

President Gilbreath reopened the regular meeting at 11:18pm. The following board members were in attendance: Micah Gilbreath, Travis Harrison, Rob McCready, Kyle Pethe, Katie Lehr, and Paul Hurst.

Old Business

1. Board Blast

New Business

1. PTO meeting January 28 @ 6:30 PM – Travis Harrison to attend. Kyle Pethe to attend February 25, 2025. Please continue to sign up for future meetings on the signup genius.
2. Two working sessions for Strategic Planning, date and time poll to be sent by executive committee
3. Status update from Board members on Board trainings.

Announcements

1. The next board meeting will be held on Tuesday, January 21, 2025 at 6:30 p.m.

Adjournment

1. President Gilbreath adjourned the meeting at 11:21pm

Respectfully Submitted by

Katie Lehr

Vice President

Lincoln Academy Board of Directors