

LINCOLN *Academy*



Executive Directors Report
May 20th, 2025

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.

TABLE OF CONTENTS

LINCOLN ACADEMY MISSION AND VISION _____	2
OUR GRADUATES GO ON TO GREAT THINGS! _____	4
SUSPENSION/REFERRAL DATA _____	6
Discussion: _____	6
Summary: _____	6
What next?: _____	8
EDUCATIONAL LEGESLATION UPDATE _____	9
STAFFING UPDATE _____	12
WE HAVE INCREDIBLE STAFF! _____	14

OUR GRADUATES GO ON TO GREAT THINGS!

As part of our ongoing efforts to celebrate student achievement, Lincoln Academy launched a new annual tradition we hope to continue for years to come. This spring, we welcomed back a group of former Lincoln students who are now graduating high school seniors. The event honored their hard work and accomplishments as they prepare for the next chapter in their lives.

To make the occasion even more meaningful, we also invited former staff members who taught this cohort during their time at Lincoln. The reunion took place in the gym, where students and staff enjoyed reconnecting, playing basketball, and reminiscing. They then toured the office wing, sharing memories and catching up with current staff.

We are deeply grateful for the lasting impact these students and teachers have had on our community. This event was a powerful reminder of the enduring connections formed at Lincoln Academy, and we look forward to celebrating future graduating classes in the same way.

Photos from the event are included below.



As we stay connected with our Lincoln families, we continue to hear inspiring updates about our graduates' accomplishments beyond our walls. At Arvada West High School alone, several former Lincoln students have distinguished themselves through both academic and athletic achievements. Honors include Valedictorian, the Presidential Academic Excellence Award, First Team All-Conference recognition in athletics, and even induction into the Arvada West Hall of Fame.

These accomplishments are a testament to the strong foundation built at Lincoln Academy, and we are incredibly proud of the continued success of our alumni.

Award	Former student Name
Valedictorian	Charlie Geisz, Maggie Wasinger
Presidential Academic Excellence	Isaac Carroll, Saylor Swanson, Maggie Wasinger, Charlie Geisz, Michael Johnson, Aiden Mena, Chloe Rios, Hannah Gilpatric, Nathan Vu, Skyler Nash, Dillon Cheer, Sasha Olson
First Team All-Conference Athletes	Conner Woods, Saylor Swanson
A West Hall of Fame	Saylor Swanson
National Merit Scholar	Maggie Wasinger



We are incredibly proud of these graduates and confident that they will continue to represent Lincoln Academy with excellence. Their achievements reflect the strength of our mission, and we remain committed to fostering that same level of excellence in our current and future students. We look forward to seeing many more Lincoln Leopards honored on these stages in the years to come.

SUSPENSION/REFERRAL DATA

Discussion:

One of the primary goals of the administrative team this year was to enhance student learning by establishing and consistently upholding clear behavioral expectations throughout the building. This effort is rooted in our mission to create a *“safe, orderly, and caring environment.”*

From the first day of school, we implemented clear behavior structures, with staff emphasizing routines and procedures and the administrative team reinforcing a set of non-negotiables within classrooms. This strong start provided much-needed clarity for both students and staff, helping to establish a more predictable and supportive environment.

Our initial hope was that these efforts would lead to a decrease in behavior referrals. However, as we discussed in December, referral numbers actually increased. While unexpected, this outcome revealed areas where additional growth is needed and surfaced behaviors that had previously gone unaddressed.

Importantly, this shift has allowed us to better support teachers in maintaining high classroom standards, recognize and affirm the majority of students who consistently meet expectations, and hold accountable those who do not. One of the most common concerns expressed by teachers in prior years was the lack of follow-through in student accountability, and we’ve worked deliberately this year to address that concern.

Summary:

Our referral and suspension numbers remain higher than in previous years. Several factors may contribute to this increase, one of which is the introduction of a more consistent and effective system for reporting discipline incidents. Establishing this system has been a priority for the administrative team, and I want to extend my sincere appreciation to our Assistant Principals for their leadership and hard work in implementing it.

Our current data shows that male students are receiving referrals at a higher rate than female students, while white students are being referred at a rate consistent with our school’s overall demographic makeup. One noteworthy detail not immediately evident in the overall chart is that 5th and 6th grades alone account for 131 referrals—highlighting an area that will require continued focus and support.

As shared in December, we believe we are still experiencing the natural “implementation dip” that often accompanies major shifts in school-wide systems. We are continuing to work toward full alignment and buy-in from all stakeholders to ensure that these structures are both effective and sustainable.

Referrals									
Year	Referrals	Detentions	Males	Female	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2024-25	309	79	91 (81%)	22 (19%)	107 (95%)	6 (5%)	22	133	154
2023-24	256	21					54	131	71
2022-23	274	23					100	100	74

Suspensions									
Year	In-school	Out-of-school	Males	Females	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2024-25	37	28	56	9	58	7	7 (5 stds)	23 (14 stds)	35 (18 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		
Group	Number	Percent
Between 0 and 1 Referrals	709	93.5%
Between 2 and 5 Referrals	36	4.7%
More than 6 Referrals	13	1.7%

What next?:

Reinforcing Routines and Procedures

We will begin the upcoming school year with a renewed emphasis on routines and procedures. While a small number of teachers initially questioned the impact of this approach, many have since expressed appreciation for its effectiveness after observing positive outcomes in their colleagues' classrooms. We are also excited to welcome new teaching staff who bring strong classroom management practices and look forward to integrating their expertise into our systems from the outset.

Ongoing Systems Evaluation

We remain confident in the core structures we've put in place but are committed to continuous improvement. We will continue to assess and refine these systems to ensure they are as effective and supportive as possible for both students and staff.

Strengthening the MTSS Process

Our revamped Multi-Tiered System of Supports (MTSS) process has played a critical role in identifying and addressing student needs. Regular collaboration among teachers and support staff has led to meaningful, targeted interventions. This process will remain a key part of our support strategy, and we will continue to refine and strengthen it in the coming year.

Adjusting Classroom Structures

We have planned significant adjustments to classroom structures to better support student behavior—particularly in fifth grade. Our current model in this grade level has contributed to increased dysregulation, and we are making thoughtful changes to address these challenges. These adjustments will be closely monitored and evaluated for effectiveness.

Positive Behavior Intervention Supports (PBIS)

A newly formed PBIS team, led by our SEL Coordinator Ms. Jones, is actively reviewing our current systems for recognizing positive behavior. Their goal is to develop school-wide improvements that more effectively communicate appreciation for students who consistently meet behavioral expectations. These efforts will ensure all students feel seen and supported for their positive contributions to the school community.

EDUCATIONAL LEGESLATION UPDATE

As the 2025 legislative session wraps up, several new laws and policy proposals could impact charter schools across Colorado, including Lincoln. These changes touch on school funding, transparency, student rights, and operational policies.

This summary highlights the most relevant updates and outlines potential implications for our school, helping us stay informed and prepared for any adjustments ahead.

State Budget Update:

Colorado is working to manage a \$1.2 Billion shortfall due to medicaid expense increases, the expiration of COVID relief funds, and the tax relief proposals approved on property taxes last year. Without significant ongoing actions to reduce obligations and/or make additional revenues available, the State would exhaust the 15% General Fund reserve before FY 30. We will continue to monitor state budgets and funding proposals in future years as we are continuing to predict the need for conservative budgeting.

Cell Phone Use in Schools - HB 25-1135

A bipartisan bill has been introduced to limit student use of cell phones and other devices during the school day in K-12 public schools. The legislation aims to standardize policies across the state, addressing the current patchwork of rules set by individual schools or teachers. We already have a cell phone policy at Lincoln, but we will monitor to ensure consistent practices and compliance with this house bill.

Data Reporting Requirements - HB 25-1210

This bill mandates the Department of Education to conduct an audit of data reporting requirements for schools, including charter schools. The audit will evaluate the efficiency of current reporting protocols and suggest improvements to reduce administrative burdens. We will watch for any additional reporting requirements that come from this for charter schools.

Charter School Funding - SB 91

The Colorado Senate has approved Senate Bill 91, which proposes a comprehensive financial framework that allocates substantial resources to the State Charter School Institute (CSI). The bill includes an appropriation of \$5 million for the administration of the Institute and an additional \$1.8 million designated for the Institute Charter School Assistance Fund. Because we are not chartered through CSI, this bill will not provide an increase to our funding.

Public School Financial Reporting - SB 25-153

This bill requires school districts and charter schools to report detailed financial information online, including expenditures on marketing, student recruitment, lobbying, contractor, and education management provider services. The goal is to enhance transparency in public school financial reporting. Our practices already meet these requirements, but we will monitor the specific details to ensure compliance moving forward.

Governor's Proposal on BEST Fund

Governor Jared Polis has proposed cuts to the Building Excellent Schools Today (BEST) fund, which is responsible for constructing and upgrading schools using marijuana excise taxes. This move aims to address a \$1 billion shortfall within the state's \$40 billion budget. We will certainly monitor any developments with this proposal as we are hopeful that funding will remain available to charter schools in the future.

Invest State Funds to Benefit Communities - SB 25-167

This bill establishes a community investment portfolio within the Public School Fund, managed by the Colorado Housing Finance Authority. This portfolio aims to finance affordable rental and homeownership opportunities for the education workforce, including teachers, school nurses, and counselors. We will monitor and share any opportunities that might come about for our staff to participate in this affordable housing loan program.

Freedom of Read Act - SB 25-063

Requires local school boards and charter school institutes to establish written policies governing library resources. These policies must ensure a broad range of materials that support students' educational and informational needs. The bill does not dictate specific materials but emphasizes a fair and consistent process for the acquisition and removal of resources. We will need to review our policies to ensure we align with the new standards and provide training for library staff as required.

Kelly Loving Act - HB 1312

This bill mandates that school dress codes must be gender-neutral. The bill also requires schools to update their policies to ensure that students are addressed by their chosen names and pronouns, aligning with their gender identity. At Lincoln, we will continue to uphold a school environment where every student is treated with respect and dignity.

STAFFING UPDATE

As we close out the school year, we prepare to say goodbye to several valued members of our team. Each of these individuals has contributed countless hours of dedication, care, and hard work on behalf of our students and school community. While their departures are bittersweet, we are grateful for the impact they've made at Lincoln and wish them all the best in their next chapters. They will be deeply missed.

Staff Not Returning Next Year	Staff Moving to a Different Position	New Staff Members	Positions Open
Ashlyn Helm (1 st)	Jessie Tanguma - 5 th Grade	Ami Paulsen (1 st)	5-8 DSS Teacher
Kassie Spring (4 th)	Maria Jelinek - 6 th Science	Brooke Euser (4 th)	In House Sub
Rose Hasz (5/6 Social Studies)		Jayne Tolhurst (4 th)	EA Positions
Jane Lawlor (6 th Science) - Retired		Christa Westbook (6 th Social Studies)	
Jennifer Spahn (7 th Science)		Amy Parrott (7 th Science)	
Mallory Kirkland (7 th ELA)		Aubrey Titus (7 th ELA)	
Ellie Gothard (In House Sub)		Terrill Legueri (AP)	
Matthew Spahn (Instructional Coach)			
Jennifer Thompson-Brozovich (AP)			

Exit surveys have been offered to all departing staff, and a summary of the responses will be shared with the Board of Directors by our HR Consultant, Kimberly Searfoorce. In addition to the formal survey process, we've had valuable conversations with many of these team members to better understand how we, as a school and administrative team, can continue to grow and improve.

Outlined below are the next steps for each of our departing staff. One encouraging trend is that of the nine staff members not returning next year, only three are continuing their careers in nearby schools. This suggests that our recent efforts around staff retention are beginning to yield positive results when compared to previous years.

- 3 staff members moving to other schools in area
- 3 staff members moving out of education/ineligible to return
- 2 staff members moving to new position outside of the metro area/out of state
- 1 staff member retired

Staff retention remains one of our top priorities and a key indicator of long-term success. When staff feel supported, valued, and aligned with the school's mission, they are more likely to stay—and to continue making meaningful contributions to our community.

To support this goal, we will continue to focus on:

- Hiring practices grounded in our Core Values
- Offering competitive compensation
- Maintaining cohesive and clear expectations
- Fostering a strong, positive staff culture

We are especially excited about the new team members joining Lincoln next year. Hiring season is always challenging, but we are confident that we've brought on a group of highly talented individuals. Notably, four of our new hires are current Lincoln parents, and one is a former Lincoln student—testaments to the strength and commitment of our community. This level of investment in our mission is both encouraging and energizing for the year ahead.

WE HAVE INCREDIBLE STAFF!

As we close out the school year, we want to take a moment to recognize several staff members who have gone above and beyond in some of the most challenging and impactful roles. Their leadership, collaboration, and unwavering dedication have helped build positive momentum across our school. We are deeply grateful for their contributions and are proud to highlight the following individuals:

Jen Brozovich

Jen stepped into this school year with an exceptionally full plate and a long list of responsibilities—each of which she embraced with positivity, professionalism, and a remarkable can-do attitude. Despite numerous challenges, Jen remained a consistent source of encouragement and optimism, sending daily messages to staff that reminded us all to stay hopeful and focused on the good. Her presence has left a lasting impact on Lincoln Academy, and while we will miss her dearly, we are grateful for her time with us and wish her the very best in her next chapter.

Heather Frick

Heather made an immediate and positive impression when she joined our team. Her thoughtful approach, calm demeanor, and deep care for the Lincoln community have made her an invaluable part of our staff. In addition to her Assistant Principal duties, she stepped in to serve as our Learning Specialist when the need arose—showing a remarkable level of flexibility and commitment. We are incredibly thankful that Heather chose Lincoln and look forward to her continued leadership and impact in the years ahead.

Office Team: Maren Nadvornik, Katie Neeley, and Erin Hecox

Our front office team is truly the backbone of Lincoln Academy. Maren, Katie, and Erin consistently demonstrate excellence, efficiency, and grace under pressure. Whether managing day-to-day operations, greeting families, or supporting staff behind the scenes, they keep the school running smoothly and help ensure that everything—and everyone—is taken care of. To our entire office team: thank you for your attention to detail, calm leadership, and unshakable commitment to our school community.

Executive Committee Report May 2025

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.

1. May Monthly Reports to BoD per policy

- a) Student Referrals/Suspension Data (2.1.2)
- b) Educational Legislation Update (2.1.5)
- c) Preliminary Staffing Update (2.1.3)
- d) ~~Final State Standardized Testing Update (2.1.4)~~
- e) ~~Student Presentation at Board Meeting (NULL)~~ Satisfied in April

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. Executive Director Employment Agreements

- a. Target Completion: May 20th

3. 8th grade and Kinder graduation; board member attendance

- a. 8th grade graduation 5/16
- b. Kindergarten Graduation 5/22

4. Mentorship with Pam Yoder

- a. Feedback report
- b. Continued support next year

5. Strategic Plan Update: Remaining Goals

- a. May 20th: Culture Part 2 (Student Focus), Facilities
- b. Board Retreat and June BoD Meeting: Academic Success, Student Success

Proposed Motions:

1. **Motion xx-xx-xx:** Motion to approve the new Co-Executive Director Conflict Resolution Policy as written for incorporation as a subsection under section 6.2 Lincoln Academy Employee Conflict Resolution Policy
2. **Motion xx-xx-xx:** Motion to modify wording of policy 2.1.4, line item 7 to read, “Fail to ensure that appropriate staffing is provided to meet student needs.”

6.2.9 Co-Executive Director Dispute Resolution Policy

This policy provides a clear framework for addressing and resolving conflicts between co-executive directors to ensure the partnership continues to function effectively in a healthy work environment. This policy stands separate from the grievance policy, which may be invoked independently for significant issues or as an alternate resource to resolve critical issues. Throughout this section, “Executive Committee” refers to the committee board members - President and Vice President.

Commitment to Communication:

1. **Clear Communication Channels:** Co-leaders are encouraged to maintain open lines of communication, ensuring that any disagreements or concerns are addressed promptly. Regular communication (e.g. weekly or bi-weekly) should occur to encourage open communication, allow each leader to receive important updates in a timely manner, and to prevent issues from escalating. (For clarity, this is not an ED reporting requirement/deliverable.)
2. **Collaboration:** Both co-leaders agree to prioritize collaboration, mutual respect, and the well-being of the organization. The board encourages Co-Executive Directors to, at a minimum, pursue agreement in all decisions that result in significant impact to the school. Personal differences should be set aside for the greater good of Lincoln Academy and its established mission and vision.

Dispute Resolution:

1. **Resolution Initiation:** To initiate the conflict resolution process, one leader must provide written notification to the other, clearly identifying the conflict and providing a brief summary of the situation. This ensures that the need for resolution is clear and that this policy is enacted. Upon initiation, the Executive Committee shall be notified in writing. Both leaders are expected to engage in the process actively and respectfully. Ideally, the initiation should occur soon after the conflict is recognized, preferably within 3-5 business days.
2. **Immediate Discussion:** If a conflict arises and resolution is initiated, both co-leaders are required to engage in a direct, candid, and private conversation as soon as possible, preferably within 2 business days of initiation to address the issue. This will help ensure that misunderstandings and tensions do not grow, impacting the team's performance. If resolution is reached in this step, Co-leaders will brief the situation to the Executive Committee members, who will document the conflict and the resolution reached, and will retain a copy on file.

3. **Third-Party Mediation:** If a resolution cannot be reached after the initial discussion, a neutral third party (e.g. HR representative or external mediator) will be engaged to facilitate further dialogue. The mediator will help the co-leaders find common ground and suggest practical steps forward. The mediator will also document the conflict, discussion, and resolution if reached. Documentation will be shared with the Executive Committee for awareness and to retain a copy on file.
 - a. In the case of an urgent situation in which a decision must be made for the well-being of the school, the executive committee may serve to help determine any necessary immediate actions until mediation can be accomplished.
4. **Board Ruling:** If a resolution still cannot be reached following mediation, the conflict will be brought to the Board. A final determination will be made based on board experience, input from educational experts (e.g. Assistant Principals, Instructional Coaches, etc.), and external experts (e.g. Board or Charter School experts) as deemed necessary by the Board. Upon final resolution, both parties will accept the determination and commit to continuing the partnership in a professional and productive manner. The Executive Committee will create documentation of the conflict, conversations, related research, and final determination. They will retain a copy on file.

School Accountability Committee Report – May 2025

School Accountability Committee meetings will typically occur on the first Tuesday of every month.

Next meeting August, TBD

Contact Rob McCready robmccready@lincolnacadey.net if you would like to join.

Attendance:

- Parents: Ami Paulsen, Ashley Reynolds, Carrie Matter, Lori Pantano
- PTO: Maudra Pacheco Dickerson
- Administration: Heather Frick
- Board Members: Rob McCready

Items

- Reviewed draft of 2024/25 Family Survey Report and made final recommendations.

Proposed Motions for discussion

None

2025 Lincoln Academy Family Survey Report

2024/25 School Accountability Committee

Parents: Ami Paulsen, Ashley Reynolds, Carrie Matter, Lori Pantano

PTO: Maudra Pacheco Dickerson

Administration: Heather Frick

Board Member: Rob McCready

Participation

We had 263 responses to the survey

- 192 response to PK through 4th grade questions
- 70 responses to 5th and 6th grade questions
- 57 responses to 7th and 8th grade questions

Prior year response rates

2024: 124 responses

2023: 226 responses

2022: 286 responses

2021: 343 responses

We saw a significant (more than double) improvement to the response rate this year. Things that we believe helped the response rate:

- Expanded time open for parents to respond. Having it open for most of March including Spring Break.
- Extra communication when students returned from Spring Break. We saw a lot of responses in the last week.
- Flyer handout for classes.
- Condensed survey leading to fewer incomplete attempts. We saw a 94% completion rate with an average survey time of just over 11 minutes.

Key Results

1) Overall I am satisfied with Lincoln Academy

89% [Strongly Agree 52.47% and Agree 36.88%]

A 17% increase in Strongly Agree and an increase of 14% Strongly+Agree. This is a really good trend coupled with the increased response rate.

Prior year responses:

2024: 75.4% [35.2% + 40.2%]

2023: 73.0% [31.4% + 41.6%]

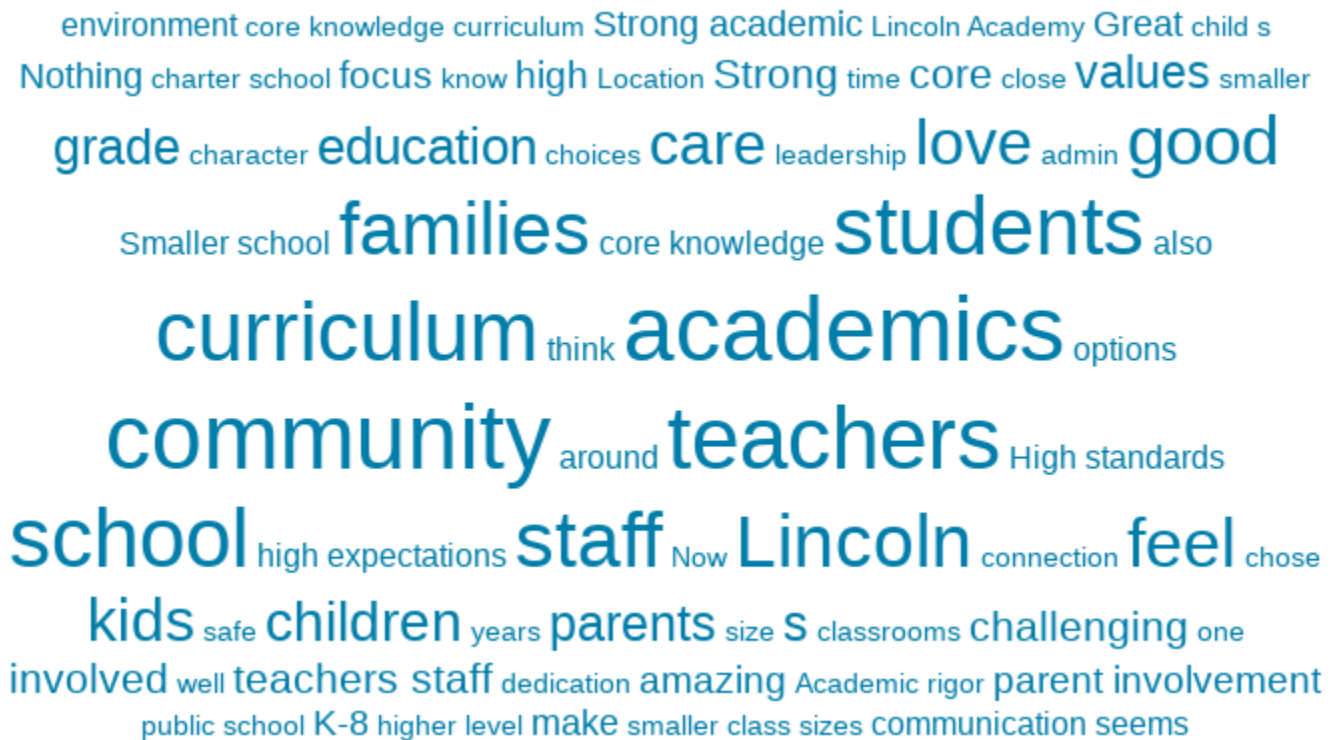
2022: 89.9% [52.5% + 37.4%]

2021: 88.8% [49.1% + 39.6%]

Additionally in the appendix of key data all of the top level numbers improved year-on-year with improvement on “Strongly Agree” in all but one question.

2) In your opinion, what sets Lincoln Academy apart from other school choices available to your family?

Key responses brought up Staff, Community, Curriculum, and being a Charter School.



3) **Lincoln uses a variety of means of communication including the Lincoln Loop, Monday teacher emails, Middle School Snapshot, and social media. Overall, I feel that I am informed of what is happening at school**

95.02% [Strongly Agree 63.60% and Agree 31.42%]

Overall improvement from last year:

89.25% [Strongly Agree 66.94% and Somewhat Agree 22.31%]

We still have a drop off in communication effectiveness in Middle School. Some amount of this may be managing expectations as the communication structures change in Middle School.

4) People of diverse cultures, backgrounds and abilities are respected in the Lincoln Academy community.

80.15% [Strongly Agree 37.40% and Agree 42.75%]

Small drop in strongly agree but overall 6% increase from last year:

73.77% [Strongly Agree 40.98% and Somewhat Agree 32.79%]

Highlighted Topics

- **Middle School Discipline**

Middle school discipline issues came up in several comments. A few specifically called out 5th grade needing to be treated differently.

- **Communication**

- 1) DSS/Support communication, policies, and communication. There were a few comments that parents would like to know any time their students have contact with support services including DSS and clinic visits even with no interventions received.
- 2) There were fewer comments about Reveal math communications but still a few requests for more resources for parents to support their students.
- 3) Middle school communications.

Parents would still like more communication in Middle School. Starting the school year off with extra communication and tapering off (being explicit that this is being done) would alleviate much of these concerns we believe.

- 4) Lincoln Loops gets called out as being very useful.
- 5) There were fewer comments about board communications. Adding a board update to the Lincoln Loop would likely satisfy most of the remaining comments.

- **Electives and Clubs**

This was very similar to last years results

- 1) More elective options are desired. Some kids have had the same elective (choir, guitar) multiple times without having an intermediate/advanced track on their second time.
- 2) Foreign language elective or club desired.
- 3) Middle school clubs desired. Many clubs are staffed by outside contractors whose focus is often more towards the elementary grades
- 4) PE options for kids that don't necessarily like team sports

Additional Key Data

- **PK - 4th Grade**

- 1) School Staff have high expectations for my Elementary students:
2025: 94.8% [Strongly Agree: 62.0% + Agree: 32.8%]
2024: 88.6% [40.9% + 47.7%]
2023: 89.8% [47.8% + 42.0%]
2022: 93.8% [56.6% + 37.2%]
2021: 94.2% [69.2% + 25.0%]
- 2) Thinking about academic development. My elementary student is receiving the academic support they need to be successful:
2025: 86.5% [Strongly Agree: 52.1% + 34.4%]
2024: 79.6% [33.0% + 46.6%]
2023: 67.2% [26.8% + 40.4%]
2022: 81.7% [47.9% + 33.8%]
2021: 90.8% [64.2% + 26.6%]
- 3) My PK-4th grade student is succeeding with the new math curriculum
2025: 76.1% [Strongly Agree: 32.8% + Agree: 45.3%]
2024: 58.0% [27.3% + 30.7%]

- **5th & 6th Grade**

- 1) School Staff have high expectations for my 5th/6th grade students:
2025: 88.6% [Strongly Agree: 30.0% + Agree: 58.6%]
2024: 81.1% [32.4% + 48.7%]
2023: 87.7% [34.1% + 53.6%]
2022: 93.2% [55.4% + 37.8%]
2021: 93.7% [52.5% + 41.2%]
- 2) Thinking about academic development. My 5th/6th grade student is receiving the academic support they need to be successful:
2025: 70.0% [Strongly Agree: 27.1% + Agree: 42.9%]
2024: 56.7% [13.5% + 43.2%]
2023: 78.0% [26.8% + 51.2%]
2022: 91.7% [47.9% + 43.8%]
2021: 83.9% [39.5% + 44.4%]
- 3) My 5th/6th grade student is succeeding with the new math curriculum
2025: 67.2% [Strongly Agree: 24.3% + Agree: 42.9%]
2024: 56.8% [10.8% + 46.0%]

- **7th & 8th Grade**

- 1) School Staff have high expectations for my 7th/8th grade students:
2025: 78.9% [Strongly Agree: 33.3% + Agree: 45.6%]
2024: 77.3% [18.2% + 59.1%]

2023: 63.2% [14.7% + 47.5%]

2022: 89.6% [47.0% + 42.6%]

2021: 90.1% [47.5% + 42.6%]

- 2) Thinking about academic development. My 7th/8th grade student is receiving the academic support they need to be successful:

2025: 75.5% [Strongly Agree: 35.1% + Agree: 40.4%]

2024: 59.1% [18.2% + 40.9%]

2023: 50.7% [14.7% + 36.0%]

2022: 91.0% [40.3% + 50.7%]

2021: 79.0% [43.9% + 35.1%]

- 3) My 7th/8th grade student is succeeding with the new math curriculum

2025: 68.5% [Strongly Agree: 28.1% + Agree: 40.4%]

2024: 54.6% [18.2% + 36.4%]

Facilities Committee Report, May 2025

The facilities committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the operations team in order to create and maintain a safe, healthy, and functional campus. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Committee Members in attendance: Kyle Pethe (LA Board Chair) Lori Woods (Executive Director -Operations Manager) & Katie Lehr (LA Board VP)

Facilities meetings will typically once a trimester.

Next meeting is TBD, 2025, 8:15am at Lincoln Academy

Contact Kyle Pethe if you would like to join this committee kylepethe@lincolnacademy.net

Executive Summary

- Preparation and discussion for strategic plan – Facilities Goals.
- Facilities needs list.
- RFQ for building assessment.

Preparation and discussion for strategic plan – Facilities Goals:

The Facilities Committee has drafted these proposed goals. Goals and feedback to be discussed at strategic planning working session.

GOAL: In year one, select a contractor and perform a Facility Master Plan update to bound the wants and needs related to facilities projects of all buildings.

(This is basically a report that provides design input and cost estimates for recommended upgrades of HVAC, Plumbing, Electrical, etc. for all buildings.)

GOAL: Update a list of potential self-funded projects to better position Lincoln for the possibility of applying for a BEST grant in the future. The master plan should drive decisions and selection of projects.

(We've learned that if you want to apply for the BEST grant for facilities upgrades, you need to prepare by strategically self-funding certain projects to show your own investment before requesting funds.)

GOAL: Continue to pursue grants and fundraising efforts to support the improvement of facilities on campus. (This task is intended to be carried out mostly by board members and volunteer parents with some support from the administration)

(This could include a number of elements including structured fundraising, continued grant pursuits, educating families on funding challenges and asking for their help with outreach, formal community/corporate outreach, etc.)

Facilities needs list:

- Brief review of draft facilities needs list.

RFQ for building assessment:

- Review and discussion of draft RFQ template.
- Discussion of draft schedule.
- Potential bidding firms.

Proposed Motions: *No Motion.*

Finance Committee Report May 2025

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.

Committee Members in Attendance (5/8/25): Matt Tien (Committee Chair, Board Treasurer), Lori Woods (Executive Director – Operations), Katie Lehr (Board VP), Kati Gerson (LA Staff), Khila Stacey (LA Staff), Troy Schrock (LA Parent, Committee Member)

Attachments: LA Financials thru 4/30, LA Working budget thru 4/30, Lease Appropriation Resolution

1. Current Year Financial Summary

- Budget continues to trend favorably, 2 months left in school fiscal year.
 - Favorable student revenue update in May compared to Dec 24 values
 - Increased in Prop-Tax Mill Levy and PPR
 - Possible adjustments in last 2 months of fiscal year, will monitor and report changes
 - Favorable spending on expense items
 - Contracted Services, Maintenance, Technology, Office Equipment, etc.
- Current working budget showing +3.6% / \$400,000 total Net Surplus

2. General

- Colorado Legislative session was neutral to slightly positive for both statewide education generally, and charter schools specifically. No major financial legislative impacts have been identified that would negatively affect current LA 25-26 school year budget.
- Bond Rating Issuance, no change from previous ratings.
- Watching enrollment numbers for next school year, no current changes up/down to report.

3. Proposed Motions

1. Motion XX-XX-XX: Motion to approve the 2025-2026 Lease Appropriation Resolution as presented and discussed.

Contact Matt Tien if you would like to join the Finance Committee: matttien@lincolnacademy.net

Jefferson County Public Schools Charter Schools Lincoln Academy Charter School Report ID: 558OPC For Accounting Period: 04/30/25												Lincoln Academy Charter School Unaudited Financials 07/01/2024 - 04/30/2025					
Account		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		
Number	Description																
950000	Transfers	921,176.28	-	921,176.28		928,932.00	928,598.29	-	928,598.29	333.71	100%		921,176.28	928,598.29	7,422.01		
	Purchased Services	1,711,230.43	465,857.34	2,177,087.77		2,273,977.00	1,503,013.29	463,336.82	1,966,350.11	307,626.89	86%		1,999,041.72	1,966,350.11	(32,691.61)		
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	7,567.40	-	7,567.40	15,432.60	33%		11,348.08	7,567.40	(3,780.68)		
806000	Materials/Supplies Resale	16,535.58	-	16,535.58		24,610.00	5,836.10	-	5,836.10	18,773.90	24%		4,062.85	5,836.10	1,773.25		
810000	Office Material/Supplies	3,979.27	-	3,979.27		4,500.00	1,568.88	-	1,568.88	2,931.12	35%		2,857.42	1,568.88	(1,288.54)		
810001	Office Equipment - Under \$5K	10,140.86	-	10,140.86		35,000.00	6,873.79	-	6,873.79	28,126.21	20%		4,084.86	6,873.79	2,788.93		
812000	Clinic Supplies/Materials	2,084.47	-	2,084.47		2,500.00	798.57	-	798.57	1,701.43	32%		2,084.47	798.57	(1,285.90)		
814000	Custodial Supplies	14,391.67	-	14,391.67		17,200.00	10,782.16	-	10,782.16	6,417.84	63%		11,310.98	10,782.16	(528.82)		
820000	Instructional Material/Supply	66,693.07	-	66,693.07		108,035.00	40,134.75	-	40,134.75	67,900.25	37%		39,784.74	40,134.75	350.01		
820001	Instructional Equip-Under \$5K	191,761.79	-	191,761.79		63,283.00	57,570.70	-	57,570.70	5,712.30	91%		121,102.49	57,570.70	(63,531.79)		
822000	Textbooks	17,925.86	-	17,925.86		20,000.00	1,656.67	-	1,656.67	18,343.33	8%		13,655.78	1,656.67	(11,999.11)		
823000	Copier Usage	28,473.41	-	28,473.41		35,000.00	27,784.45	-	27,784.45	7,215.55	79%		26,083.97	27,784.45	1,700.48		
824000	Testing Materials	29.22	-	29.22		2,000.00	280.37	-	280.37	1,719.63	14%		29.22	280.37	251.15		
826000	Graduation Materials	-	-	-		500.00	-	-	-	500.00	0%		-	-	-		
829000	Athletic Supplies	-	-	-		0.00	-	-	-	-	n/a		-	-	-		
840000	Maint Materials/Supplies	21,914.26	-	21,914.26		33,000.00	14,565.00	-	14,565.00	18,435.00	44%		14,142.48	14,565.00	422.52		
870000	Library Materials	7,230.80	-	7,230.80		3,200.00	2,949.11	-	2,949.11	250.89	92%		5,111.59	2,949.11	(2,162.48)		
885000	Miscellaneous Expense	472.40	-	472.40		500.00	-	-	-	500.00	0%		472.40	-	(472.40)		
889000	Consumable Supplies	63.48	-	63.48		500.00	23.75	-	23.75	476.25	5%		21.25	23.75	2.50		
	Materials and Supplies	395,220.99	-	395,220.99		374,328.00	178,403.70	-	178,403.70	195,924.30	48%		256,152.58	178,403.70	(77,748.88)		
920000	Instructional/Curric Equipmnt	-	-	-		0.00	-	-	-	-	n/a		-	-	-		
930000	Building Improvements	2,006,083.93	-	2,006,083.93		260,393.00	210,392.95	-	210,392.95	50,000.05	81%		1,914,621.50	210,392.95	(1,704,228.55)		
	Capital Outlay	2,006,083.93	-	2,006,083.93		260,393.00	210,392.95	-	210,392.95	50,000.05	81%		1,914,621.50	210,392.95	(1,704,228.55)		
	Total Expenditures	11,141,824.10	465,857.34	11,607,681.44		10,759,299.00	8,090,065.20	463,336.82	8,553,402.02								
	Pre-Adjusted Carryforward	5,099,495.34	95,287.76	5,194,783.10			5,216,748.51	2,485,508.35	7,702,256.86								
810001	Office Equipment - Under \$5K	-	-	-		0.00	-	-	-	-			-	-			
820001	Instructional Equip-Under \$5K	-	-	-		0.00	-	-	-	-			1,747.50	-			
	Encumbrances	-	-	-		-	-	-	-	-			1,747.50	-			
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			5,216,748.51	2,485,508.35	7,702,256.86								

Jefferson County Public Schools
Charter Schools
Lincoln Academy Charter School



Budget for 24-25

Account		24-25 Working Budget Board Approved December 17, 2024			24-25 Working Budget May 6, 2025		
		Estimated Revenue	Budget	Bond Transfers	Estimated Revenue	Budget	Bond Transfers
	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	1,539,180.00	0.00		1,622,434.39	0.00	
415000	Earnings On Investments	11,330.00	0.00		11,330.00	0.00	
419000	Other Revenue	1,137.00	0.00		5,442.00	0.00	
433000	State Revenue - Cap Construction	305,866.40	0.00		299,913.59	0.00	
433800	Universal Preschool Funding	310,000.00	0.00		310,000.00	0.00	
434000	Exceptional Children Revenue	82,250.00	0.00		108,172.74	0.00	
450000	Transfers PPR Funding ONLY	8,367,137.00	0.00		8,360,444.38	0.00	
451000	Fees/Dues	82,817.00	0.00		82,817.00	0.00	
455000	Tuition from Individuals	200,000.00	0.00		200,000.00	0.00	
461000	Building Rental	5,000.00	0.00		5,000.00	0.00	
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	35,000.00	0.00		35,000.00	0.00	
499000	Miscellaneous Revenue	-	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	10,593,670.98	0.00	460,902.42	10,694,507.68	0.00	460,902.42
512100-513100	Adminstration		349,580.00			349,580.00	
521100-599830	Other		5,720,421.00			5,720,421.00	
	Salaries		6,070,001.00			6,070,001.00	
699000	Employee Benefits		1,780,600.00			1,780,600.00	
	Benefits		1,780,600.00			1,780,600.00	
	Total Salaries and Benefits		7,850,601.00			7,850,601.00	
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		10,498.00			10,498.00	
715000	Student Admission/Entry Fees		51,000.00			51,000.00	
721000	Legal Fees		18,000.00			18,000.00	
723000	Printing		1,100.00			1,100.00	
731000	Contracted Services		209,000.00			200,000.00	
735000	Bank Fees		2,000.00			2,000.00	
743000	Equipment Rental		2,000.00			2,000.00	
745000	Contract Maint/Eq Repair		12,100.00			7,100.00	
745500	Technology Services		85,000.00			85,000.00	
746000	Const Maint/Repair-Bldg		110,000.00			157,000.00	
752000	Marketing - Advertising		3,000.00			7,000.00	
761000	Natural Gas		40,000.00			30,000.00	
764000	Electricity		85,000.00			95,000.00	
765000	Voice Communication Line		30,000.00			30,000.00	
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	
770800	Unemployment Comp Insur		18,244.00			18,244.00	
781000	Lease Purch-Other-Principal		0.00	150,000.00		0.00	150,000.00
781500	Lease Purch-Other-Interest		0.00	312,100.10		0.00	312,100.10
950000	Transfers District Fees		928,932.00			921,713.22	
	Purchased Services		1,811,879.00	462,100.10		1,841,660.22	462,100.10
804000	Fund Raising		1,500.00			1,500.00	
805000	Materials/Supplies-Other		23,000.00			21,000.00	
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			19,000.00	
812000	Clinic Supplies/Materials		2,500.00			2,500.00	
814000	Custodial Supplies		17,200.00			14,200.00	
820000	Instructional Material/Supply		108,035.00			108,035.00	
820001	Instructional Equip-Under \$5K		63,282.95			63,282.95	
822000	Textbooks		20,000.00			20,000.00	
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			21,000.00	
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		374,327.95	-		341,327.95	-
930000	Building Improvements		260,392.95	0.00		260,392.95	0.00
	Capital Outlay		260,392.95	-		260,392.95	-
801000	Contingency Appropriation for Building Needs		0.00			0.00	
	Total Expenditures		10,297,200.90	462,100.10		10,293,982.12	462,100.10
NET PROFIT/(LOSS)		2.67%	295,272.40		3.58%	399,327.88	

2025-2026

Lease Appropriation Resolution

WHEREAS, the Colorado Educational and Cultural Facilities Authority issued their Charter School Revenue Bonds (Lincoln Academy Charter School Project), Series 2021A in the aggregate principal amount of \$1,825,000, and the Authority's School Refunding Revenue Bonds (Lincoln Academy Charter School Project), Taxable Series 2021B in the aggregate principal amount of \$7,010,000 (together, the "2021 Bonds") on behalf of Lincoln Academy Charter School Building Corporation (the "Building Corporation") and Lincoln Academy (the "School").

WHEREAS, the Building Corporation and the School are parties to that Lease Agreement, dated as of April 7, 2021 (known as the "Facility Lease"), and containing a lease payment schedule which will retire the indebtedness evidenced by the 2021 Bonds.

WHEREAS, the terms of the Facility Lease requires that Lincoln Academy annually, appropriate sufficient monies to make the payments under the Facility Lease for the upcoming fiscal year; and

WHEREAS, Lincoln Academy has determined that it is in the best interest of the school to continue the Facility Lease and to appropriate sufficient monies for the payment of the Facility Lease payments for the fiscal year July 1, 2025 through June 30, 2026; and

WHEREAS, the budget for the fiscal year 2025-2026, reviewed and considered and adopted at the Board's regular meeting on April 15, 2025 (the "2025-2026 budget"), and contains amounts necessary for the payment of rent and other amounts owing under the Facility Lease.

THEREFORE, IT IS RESOLVED, that the expenditure of amounts approved in the 2025-2026 budget, specifically designated in the revenue categories entitled Amendment 23 Capital Construction, together with any other unrestricted revenues in any other categories necessary to make all payments of Base Rents (as defined in the Facility Lease), including but not limited to **PPR, Mill Levy Increase, Other Revenue, Grants and Donations*** is hereby specifically appropriated to make payments coming due during the fiscal year 2025-2026, under the terms of the Facility Lease; and

411000 Prop Tax – Mill Levy Override	\$ 1,614,409.56
433000 State Revenue Other Cap Construction	\$ 290,000.00
434000 Exceptional Children Revenue	\$ 90,172.74
450000 PPR Funding	\$ 8,320,906.44

RESOLVED FURTHER that expenditure of amounts approved in the 2025-2026 budget specifically designated in categories entitled **Amendment 23, Cap Reserve for Bond, Contract Maintenance and Equipment Repair, Building Improvement, Utilities, Telephone, Water and Sanitation, Risk Management, Refuse and Dump, Building Rental, and Contracted Services****, together with any other unrestricted revenues in any other categories necessary to make all payments due under the Facility Lease that are for the payment of insurance, maintenance, repairs and replacements to the facilities, payment of utilities and other items that are Additional Rents (as defined in the Facility Lease), is hereby appropriated for the fiscal year 2025-2026 for the payment of such items and other amounts payable by Lincoln Academy under the Facility Lease.

950500 State Intercept Bond Transfers \$458,876.00
731000 Contracted Services \$219,450.00
745000 Contract Maint./Equip. Repair \$7,100.00
746000 Const. Maint./Repair-Bldg. \$115,500.00
761000 Natural Gas \$25,000.00
764000 Electricity \$85,000.00
765000 Voice Communication Line \$20,000.00
766000 Water & Sanitation \$22,000.00
770000 Risk Management Charges \$150,500.00

Adopted on _____

_____ BOARD OFFICER SIGNATURE	_____ PRINT NAME	_____ PRINT TITLE
_____ BUILDING CORP OFFICER SIGNATURE	_____ PRINT NAME	_____ PRINT TITLE
_____ BOARD SECRETARY SIGNATURE	_____ PRINT NAME	_____ PRINT TITLE

Motion Made By: _____

Second Made By: _____

Votes: Aye: _____ Nay: _____