

Lincoln Academy Board of Directors

2024-2025 Regular Meeting Minutes

April 15, 2025 | Lincoln Academy | 7180 Oak Street | Arvada, CO 80004

Mission and Vision

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

Teams Meeting Recording

- A recording of the April 15, 2025 Regular Board Meeting may be accessed at (click here for [part 1](#) and [part 2](#)) for 90 days following the board meeting.

Minutes

- I. Preliminaries (6:31-6:33 p.m.)
 - a. President Gilbreath called the meeting to order at 6:31 p.m. and welcomed all in person and online guest.
 - b. All board members were present, including Amanda Corrion, Micah Gilbreath, Travis Harrison, Katie Lehr, Rob McCready, and Kyle Pethe.
 - c. Travis Harrison read the Mission and Vision, shown below.
 1. The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.
 2. The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.
 - d. President Gilbreath welcomed guests Operations Director Lori Woods and Principal Paul Hurst.
 - e. No individuals provided public comment.
- II. Consent Agenda (6:33-6:34 p.m.)
 - a. The consent agenda, including the previous month's meeting minutes (March 11, 2025) and the meeting agenda (April 15, 2025) were approved.
- III. Each of the Heads of School presented their reports. (6:35 – 8:29 p.m.)
 - a. Paul Hurst began the Heads of School Report. The Heads of School report included presentations on the items below – split between Principal Hurst and Operations Director Lori Woods. The individual who led each part of the presentation is listed in parentheses. More information can be found in the attached appendix under the Heads of School Report.
 1. First, Third and Seventh Grade Culminating Events (Paul Hurst and Mrs. Emily Hall, 6:35 p.m.)
 2. Curriculum Updates (Paul Hurst, 6:51 p.m.)
 - a. Pre-K

- b. K-4 Science
 - 3. CMAS Testing Update (Paul Hurst, 6:57 p.m.)
 - 4. Staff Celebrations (Paul Hurst, 7:08 p.m.)

IV. Committee Reports (7:17 p.m.)

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

- a. Executive Team (President Micah Gilbreath and Vice President Katie Lehr, 7:17 p.m.).
 - 1. Governance Update
 - i. Policy 2.1.4 Implementation of the Education Program Enrollment Update

Motion 25-04-15: 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."

Motion made by President Gilbreath; seconded by Kyle Pethe. Vote postponed.

Motion 26-04-15: Motion to postpone 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."

Motion made by Vice President Lehr; seconded by President Gilbreath. Passed unanimously.

Motion 27-04-15: Motion to approve the new Co-Executive Director Conflict Resolution Policy as written for incorporation under section 6.2: Lincoln Academy Employee Conflict Resolution Policy.

Motion made by President Gilbreath; seconded by Vice President Lehr. Vote postponed.

Motion 28-04-15: Motion to postpone 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."

Motion made by Vice President Lehr; seconded by President Gilbreath. Passed unanimously.

- 2. Board Retreat Scheduling
 - 3. Charter Facilities Funding Grant Updates
 - 4. Strategic Plan Underway
 - b. School Accountability (Rob McCready 8:20 p.m.)
 - 1. Family Survey Update
 - c. Finance (Travis Harrison, 8:24 p.m.)
 - 1. 2024-2025 Financial Review
 - 2. 2025-2026 Budget Proposal

Motion 29-04-15: Motion to approve the 2025-2026 budget as presented and discussed.

Motion made by Travis Harrison; seconded by Kyle Pethe. Passed unanimously.

Motion 30-04-15: Motion to approve the 2023-2024 Form 990 tax submission as presented and discussed.

Motion made by Travis Harrison; seconded by Katie Lehr. Passed unanimously.

V. Old Business (9:09 p.m.)

- a. None

VI. New Business (9:11 p.m.)

- a. 2025-2026 Board Candidate Introductions
 - i. Ashley Reynolds
 - ii. Lori Pantano
 - iii. Matt Tien
- b. Board Self Evaluation
- c. Change of May BoD Meeting Date: Move to May 20, 2025

VII. Announcements

- a. The next board meeting will be held on Tuesday, May 20th at 6:30 p.m.
- b. PTO Meeting April 22nd – Micah Gilbreath will attend.

VIII. Adjournment

President Gilbreath adjourned the meeting at 10:35 p.m.