

Lincoln Academy Board of Directors

2024-2025 Regular Meeting Minutes

May 20, 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 May 20, 2025 Regular Board Meeting may be accessed at ([click here](#)) for 90 days following the board meeting.

Minutes

- I. Preliminaries (6:35-6:36 p.m.)
 - a. President Gilbreath called the meeting to order at 6:35 p.m. and welcomed all in person and online guest.
 - b. All board members were present, including Amanda Corrion, Micah Gilbreath, Katie Lehr, Rob McCready, and Kyle Pethe, and Matt Tien.
 - c. Amanda Corrion read the Mission and Vision, shown below.
 1. The Mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.
 2. The Vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge® education.
 - d. President Gilbreath welcomed guests Operations Director Lori Woods and Principal Paul Hurst as well as Board nominees Ashley Reynolds and Lori Pantano.
 - e. No individuals provided public comment.
- II. Consent Agenda (6:36-6:37 p.m.)
 - a. The consent agenda, including the previous month's meeting minutes (April 15, 2025), the special meeting (April 29, 2025) and the meeting agenda (May 20, 2025) were approved.
- III. Each of the Heads of School presented their reports. (6:37 – 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. Our Graduates Go on To Great Things, a celebration of Lincoln alumni graduating high school in 2025 (Paul Hurst, 6:37 p.m.)
 2. Suspension/Referral Data (Paul Hurst, 6:51 p.m.)

3. Educational Legislation Update (Lori Woods, 7:05 p.m.)
4. Staffing Update (Paul Hurst, 7:15 p.m.)
5. Staff Celebrations (Paul Hurst, 7:28 p.m.)

IV. Committee Reports (7:31 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, 7:31 p.m.).

1. Governance Update
 - i. Policy 2.1.2 Treatment of Students
2. Executive Director Agreements – target completions May 21, 2025
3. 8th Grade Graduation and Kindergarten Celebration
4. Mentorship with Pam Yoder
5. Strategic Plan Underway
6. Motions

Motion 32-05-25: 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

Motion made by Vice President Lehr; seconded by Rob McCready. Passed unanimously.

Motion 33-05-25: 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.

b. School Accountability (Rob McCready 7:41 p.m.)

1. Family Survey Report with Final Recommendations

c. Facilities (Kyle Pethe 7:49 p.m.)

1. Preparation for Strategic Planning
2. Facilities Needs List
3. RFQ for Facilities Master Plan Update

d. Finance (Matt Tien, 7:54 p.m.)

1. 2024-2025 Financial Summary
2. Motion

Motion 34-05-25: Motion to approve the 2025-2026 Lease Appropriation Resolution as presented and discussed.

Motion made by Matt Tien; seconded by Vice President Lehr. Passed unanimously.

V. Old Business (8:03 p.m.)

- a. None

VI. New Business (8:03 p.m.)

- a. Welcoming of New Board Members

Motion 35-05-25: The Election Committee moves to certify the board elections to show that Ashley Reynolds (61 votes), Lori Pantano (40 votes), and Matt Tien (55 votes) are elected to the office of Lincoln Academy Board member for the term commencing June 1st, 2025 for a term of three years ending May 31st, 2028. A total of 71 verified votes were received.

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

- b. New Board

Adjourn to 2025-2026 new Board to elect new Board Officers (see new Board agenda).

VII. Announcements

- a. The next board meeting will be held on Tuesday, June 10th at 6:30 p.m.
- b. Words from outgoing board members.
- c. Appreciation of Service

VIII. Adjournment

President Gilbreath adjourned the meeting at 8:30 p.m.