

Lincoln Academy Board of Directors 2024-2025 Regular Meeting Minutes

June 10, 2025 | Conference Room (Upstairs) | 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 June 10, 2025 Regular Board Meeting may be accessed [here](#) for 90 days following the board meeting.

Minutes

I. Preliminaries

- a. President Lehr called the meeting to order (6:29pm) and welcomed all in person and online guest.
- b. All board members were present, including Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, and Matt Tien
Pre Approved absence: Kyle Pethe absent due to travel
- c. Reading of Mission and Vision by Rob McCready, 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 Lehr welcomed guests Operations Director Lori Woods and Principal Paul Hurst.
- e. No individuals provided public comment.

II. Consent Agenda (6:31pm)

- a. The consent agenda, including the previous month's regular meeting minutes (May 20, 2025), new board meeting minutes (May 20, 2025), and the meeting agenda (June 10, 2025) were approved.

III. Executive Director (Academics) and Executive Director (Operations) presented their reports (6:31pm- 7:22pm)

- a. Paul Hurst began the Executive Director Report. The Executive Director 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 Executive Director Report.

1. Ending the Year Well (Paul Hurst)
2. Suspension/Referral Data (Updated) (Paul Hurst)
3. Enrollment Update/Student Retention (Lori Woods)
4. Spring MAP Data (Paul Hurst)
5. Student Special Services Update (Lori Woods)
6. Staffing (Update) (Lori Woods)
7. Staff Positions for Next Year (Paul Hurst)
8. Staff End of Year Awards (Paul Hurst)

IV. Committee Reports (7:22pm)

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 Katie Lehr and Vice President Matt Tien)

1. Top Priorities/Focus Items for 2025-2026 (Paul Hurst)
2. Facilities Grant Update (Katie Lehr)

Motion 01-06-10: Motion to modify the LA enrollment policy, bullet three of the waitlist priority to read, "Currently enrolled PreK students entering kindergarten in the fall and any who were offered PreK enrollment at Lincoln this year".

Motioned by Katie Lehr, second by Rob McCready. Motion Passed (5 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Ashley Reynolds (Y), and Matt Tien (Y)

Absent: Kyle Pethe

3. Potential for Cancellation of Dec Meeting (7:34pm)

Motion 02-06-10: Motion to modify bylaws section 6.1 to read, "SECTION 6.1 REGULAR MEETINGS Regular meetings of the Board will be held monthly, except for July, with time and place to be set by the Board no later than the previous regular meeting. An exception may be made for the month of December, during which the Board may choose to forgo the regular meeting, and instead conduct only the Executive Director(s) mid-year check-in(s) via special meeting(s). Final determination regarding the December meeting will occur no later than the previous regular meeting."

Motioned by Katie Lehr, second by Rob McCready. Motion Passed (5 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Ashley Reynolds (Y), and Matt Tien (Y)

Absent: Kyle Pethe

Motion 03-06-10: Motion to modify the 2025-2026 BoD Regular Meeting schedule to remove the December regular meeting and only conduct Executive Director mid-year check-ins via special meeting(s).

Motioned by Katie Lehr, second by Matt Tien. Motion Passed (5 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Ashley Reynolds (Y), and Matt Tien (Y)

Absent: Kyle Pethe

4. Board Presence at Back-to-School Events

b. School Accountability (Ashley Reynolds; (7:39pm)

1. No report

c. Facilities (Kyle Pethe (7:39pm)

1. No report

d. Finance (Rob McCready/Matt Tien; – Appended report (7:39pm)

1. Current year financial summary

2. General finance announcements

Motion 04-06-10: Move to approve the 2024-2025 budget as presented including a Contingency Reserve Appropriation of \$4,333,531 to be compliant with C.R.S. 22-44-106

Motioned by Matt Tien, second by Ashley Reynolds. Motion Passed (5 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Ashley Reynolds (Y), and Matt Tien (Y)

Absent: Kyle Pethe

V. Old Business (7:55pm)

VI. New Business (7:55pm)

a. The next PTO meeting will be held on August 26th. Katie Lehr to attend.

VII. Announcements (7:55pm)

a. The next board meeting will be held on Tuesday, August 12th at 7:00 p.m.

VIII. Adjournment (Time Stamp 7:56pm)