

Lincoln Academy Board of Directors 2024-2025 Regular Meeting Minutes

August 12, 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 August 12, 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 (7:10pm) 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
- 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. No individuals provided public comment
- e. President Lehr welcomed guests Operations Director Lori Woods and Principal Paul Hurst.

II. Consent Agenda (7:12pm)

- a. Approval of the previous month's regular meeting minutes (June 10, 2025) and the meeting agenda (August 12, 2025) were approved.

III. Each Executive Director presented their reports – (7:13pm)

- a. Paul Hurst began the Executive Director Report. The Executive Director report presented on the items below – split between Principal Hurst and Operations Director Lori Woods. More information can be found in the attached appendix under the Executive Director Report.
 1. Back-to-School Staff Development and Celebrations
 2. Committee Retreat Work
 3. Board Attendance at Back-to-School Events
 4. Enrollment Update
 5. Executive Director Emergency Succession Plan

6. Staffing 2025-2026
7. Administration Leadership Responsibilities
8. Handbook Updates – Summer Work
9. We Have Incredible Staff

IV. Committee Reports (7:42pm)

The following committees provided verbal/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, 7:42pm)

1. Pamela Yoder Mentorship Contract
2. Strategic Plan
3. Facilities Grant Update
4. Board Presence at Back-to-School

Motion 05-08-12: Move to approve the consulting agreement between Lincoln Academy Board of Directors and Pamela Yoder for consulting expertise and services at an hourly rate of \$62.00, with a not to exceed of \$5,000 for the 2025-2026 school year.

~Motioned by Katie Lehr, second by Ashley Reynolds. Motion Passed (6 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Kyle Pethe (Y), Ashley Reynolds (Y), and Matt Tien (Y)

b. School Accountability (Ashley Reynolds, 7:44pm)

1. No report

c. Facilities (Kyle Pethe, 7:44pm)

1. Summer projects

d. Finance (Rob McCready, 7:49pm)

1. ERP/Workday implementation
2. Financial forecast
3. District policy on sharing interest income
4. General finance announcements

Motion 06-08-12: Move that the board approve the administration signing the memorandum of understanding (MOU) with the district to include Lincoln Academy in the Workday ERP implementation project.

~Motioned by Rob McCready, second by Katie Lehr. Motion Passed (6 in favor, 0 against): Katie Lehr (Y), Rob McCready (Y), Lori Pantano (Y), Kyle Pethe (Y), Ashley Reynolds (Y), and Matt Tien (Y)

V. Old Business (8:12pm)

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

VI. New Business (8:13pm)

- a. Sign up to attend PTO meeting be sent out.

VII. Announcements (8:14pm)

- a. The next board meeting will be held on Tuesday, September 23rd at 6:30 p.m.
- VIII. Adjournment (Time Stamp 8:15pm)