

Lincoln Academy Board of Directors 2025-2026

Regular Meeting Agenda

November 18, 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

- The Board welcomes the public to attend Board of Director meetings in person or virtually. To attend virtually:
 - Access the [Microsoft's Team Website](#)
 - Meeting ID: 276 096 169 457 1
 - Passcode: 5mQ9CS7A

Agenda

- I. Preliminaries (Allotted Time 5:00)
 - a. Call to Order
 - b. Roll Call of Board Members Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, and Matt Tien
 - c. Reading of Mission and Vision
 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. Public Comment: To participate in public comment, individuals should email the board president, Katie Lehr (katielehr@lincolnacademy.net) by 6:00 p.m. on the day of the meeting.
- II. Consent Agenda (Allotted Time 5:00)
 - a. Approval of the previous month's regular meeting minutes (October 28, 2025) and the meeting agenda (November 18, 2025)
- III. Part 1: Executive Director (Academics) and Executive Director (Operations) Report (Allotted Time 30:00-45:00) – Appended Report
 1. October Professional Development with ILT Guests
 2. Prospective Parent Night
 3. Lincoln Staff Evaluation Process
 4. We Work with Incredible People

IV. Committee Reports

- a. Executive Team (President Katie Lehr and Vice President Matt Tien; (Allotted Time 10:00) – Appended Report
 1. Policy Highlight: 2.1.3
 2. Staff Survey & Mid-Year Check-ins
 3. Reallocation of December Deliverables
 4. Board Classroom Visits

Motion xx-xx-xx: Move to approve modifications to the 2025-2026 mid-year anonymous staff survey approach as presented and discussed.

- b. School Accountability (Ashley Reynolds; Allotted Time 10:00) – Appended report
 1. District Accountability Committee (DAC) Updates
 2. SEL Presentation
 3. Reviewed Enrollment
 4. Reviewed the Five Strategic Pillars
 5. SAC Survey Timing
 6. Next Meetings
- c. Finance (Rob McCready; Allotted Time 15:00) – Appended report
 1. FY24/25 Year End Summary from Jeffco
 2. Mid-year Budget update
 3. Fiscal Year 2024/25 Auditors report finalized
 4. December Finance Council meeting cancelled
 5. Next Finance Council Meeting: January 15, 2026, 10am

Motion xx-xx-xx: Move to approve the amended budget for Fiscal Year 2025–2026 as presented by the Finance Council, to reflect updated revenue and expenditure projections in accordance with C.R.S. 22-44-110(5).

Motion xx-xx-xx: Move to accept the Independent Auditor’s Report and Financial Statements for Fiscal Year 2024–2025, as submitted by the Finance Council, in accordance with C.R.S. 29-1-606 and C.R.S. 22-30.5-110(3).

- d. Facilities Committee (Kyle Pethe; Allotted Time 10:00) – Appended report
 1. Building Upgrades RFQ Review/Edits
 2. 72nd Ave Project Community Open House
 3. Future Facilities Committee Meetings

V. Old Business (Allotted Time 5:00)

- a. New confidentiality and conflict of interest form
 - i. Status on signatures for board and committee members
- b. Next PTO meeting on December 9th at 6:30pm

VI. New Business (Allotted Time 5:00)

- a. Thanks to our all for a great job on Veterans Day and Prospective Parent Night!

VII. Announcements (Allotted Time 5:00)

- a. December Special Meeting for Mid-Year Check-ins: Tuesday, December 16th at 6:30p.m
- b. Next Regular Board Meeting: Tuesday, January 27th at 6:30pm

VIII. Adjournment (Time Stamp X:XX)