

Lincoln Academy Board of Directors 2025-2026

Regular Meeting Minutes

October 28, 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 October 28, 2025 Regular Board Meeting may be accessed [here](#) for 90 days following the board meeting.

Minutes

I. Preliminaries

President Lehr called the meeting to order 6:28pm and welcomed all in person and online guests.

- a. Board Members present were Katie Lehr, Rob McCready, Lori Pantano, Ashley Reynolds, and Matt Tien. Kyle Pethe was absent.
- b. Reading of Mission and Vision by Matt Tien.
- c. No individuals provided public comment.
- d. President Lehr welcomed guests Operations Director Lori Woods and Principal Paul Hurst.

II. Consent Agenda (6:31pm)

- a. The previous month's regular meeting minutes (September 23, 2025) and the meeting agenda (October 28, 2025) were approved.

III. Part 1: Executive Director (Academics) and Executive Director (Operations) Report (Principal Paul Hurst, 6:32pm) – Appended Report

1. Outdoor Lab (With student presentation)

IV. Facilities Committee – (Presented by President Kaite Lehr and Operations Director Lori Woods, 6:44pm)

- a. Millig Engineering Assessment
- b. Path Forward on HVAC projects
- c. Update on building repair contingency
- d. A presentation was given by Lori Woods and Katie Lehr to update the Board on the findings from the Millig facilities assessment provided at no cost to the school. The

report included potential short-term and long-term approaches for HVAC upgrades in both Buildings A and B. The presentation summarized key findings and preliminary cost estimates to help the Board understand the scope and magnitude of potential work. This information was presented for discussion purposes only, and no motions were made. The next step will be to initiate a competitive Request for Qualifications (RFQ) process to find a qualified firm to assist with design and construction oversight for any future projects that may result from this assessment.

V. Part 2: Executive Director (Academics) and Executive Director (Operations) Report (7:45pm) – Appended Report (Continued)

1. Family Engagement (Paul Hurst)
2. Fall MAP Data (Paul Hurst)
3. Enrollment Update (Lori Woods)
4. Unified Improvement Plan (UIP) (Paul Hurst)
5. Preliminary Student Demographics Data (Lori Woods)
6. We Have Incredible Staff (Lori Woods)

VI. Committee Reports

a. Executive Team (President Katie Lehr and Vice President Matt Tien, 8:17pm) – Appended Report

1. Policy Highlight: 2.1.1 Treatment of Parents
2. Unified Improvement Plan (UIP) Status
3. Board Visibility
4. '24-'25 Follow-up Items
5. Pam Yoder Mentorship Update
6. Reallocation of December Deliverables

b. School Accountability (Ashley Reynolds, 8:28pm)

1. Review of the District accountability Committee (DAC) and School Accountability Committee meeting on September 26th
2. Campus Safety Discussion
3. Read Act Presentation by Calee Schrock
4. UIP Review
5. Parent outreach
6. Future Meetings

c. Finance (Rob McCready, 8:38pm) – Appended report

1. October Count
2. Revenue Recognition
3. Building Maintenance Expenses
4. SRO Funding/Support to Continue
5. FY25 Financial Audit
6. Future Meetings

VII. Old Business (Katie Lehr, 8:41pm)

- a. Board Accountability: required trainings, report submissions, preparedness for meetings, board blasts/communications
 - i. Please report training completions to Ashley Reynolds for tracking (including certifications)

VIII. New Business (Katie Lehr, 8:42pm)

- a. Planning for December Mid-Year Check-ins underway
- b. New confidentiality and conflict of interest form coming
 - i. Signatures will be required for board and committee members
- c. Next PTO meeting on December 9th at 6:30pm
- d. Thanks to the staff, PTO, and volunteers for an amazing Fall Festival!

IX. Announcements (Katie Lehr, 8:43pm)

- a. The next board meeting will be held on Tuesday, November 18th at 6:30 p.m.

X. Adjournment (8:43pm)