

Lincoln Academy Board of Directors 2025-2026

Regular Meeting Minutes

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

- A recording of the November 18, 2025 Regular Board Meeting may be accessed [here](#) for 90 days following the board meeting.

Minutes

I. Preliminaries

- a. President Katie Lehr called the meeting to order at 6:31pm and welcomed all online and in person guests.
- b. Board Members present were Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, and Matt Tien
- c. Reading of Mission and Vision by Rob McCready.
- d. No individuals provided public comment.
- e. President Lehr welcomed guests Operations Director Lori Woods and Principal Paul Hurst.

II. Consent Agenda (6:32pm)

- 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 (Principal Paul Hurst, 6:33pm) – Appended Report

1. October Professional Development with ILT Guests (Paul Hurst)
2. Prospective Parent Night (Paul Hurst)
3. Lincoln Staff Evaluation Process (Paul Hurst)
4. We Work with Incredible People (Lori Woods)

IV. Committee Reports

- a. Executive Team (President Katie Lehr and Vice President Matt Tien, 7:59pm) – 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 08-11-18: Move to approve modifications to the 2025-2026 mid-year anonymous staff survey approach as presented and discussed.

~Motioned by Katie Lehr, second by Rob McCready. 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, 8:02pm) – 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, 8:11pm) – 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 09-11-18: 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).

~Motioned by Rob McCready, second by Kaite 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)

Motion 10-11-18: 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. 29-1606 and C.R.S. 22-30.5-110(3).

~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)

d. Facilities Committee (Kyle Pethe, 8:18pm) – Appended report

1. Building Upgrades RFQ Review/Edits
2. 72nd Ave Project Community Open House
3. Future Facilities Committee Meetings

V. Old Business (Katie Lehr, 8:22pm)

- 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 (Katie Lehr, 8:25pm)

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

VII. Announcements (Katie Lehr, 8:25pm)

- a. December Special Meeting for Mid-Year Check-ins: Tuesday, December 18th at 6:30p.m
- b. Next Regular Board Meeting: Tuesday, January 27th at 6:30pm

VIII. Adjournment (8:25pm)