

# Lincoln Academy Board of Directors 2025-2026

## Special Meeting Minutes

December 16, 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 December 16, 2025 Regular Board Meeting may be accessed here ([Part 1](#), [Part 2](#), [Part 3](#)) for 90 days following the board meeting.

### Minutes

#### I. Preliminaries

- a. President Katie Lehr called the meeting to order at 6:30pm 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 Katie Lehr
- d. No individuals provided public comment.

#### II. Consent Agenda

- a. Approval of the meeting agenda (December 16, 2025)

#### III. New Business (6:32pm)

- a. Executive Director Mid-Year Check-ins

**Motion 11-12-16:** Move to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel Matters to provide a mid-year evaluation to Executive Director Paul Hurst.

~Moted by Katie Lehr, second by Matt Tien. 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)

President Lehr called Executive Session to order at 6:33 pm. The following board members were in attendance: Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien, and Paul Hurst.

Reason for Executive Session, noted in Motion 11-12-16. President Lehr adjourned Executive Session at 8:24 pm.

President Lehr reopened the regular meeting at 8:29pm. The following board members were in attendance: Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien, and Paul Hurst.

**Motion 12-12-16:** Move to enter executive session under Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel Matters to provide a mid-year evaluation to Executive Director Lori Woods.

~Motioned by Katie Lehr, second by Matt Tien. 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)

President Lehr called Executive Session to order at 8:31 pm. The following board members were in attendance: Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien, and Lori Woods

Reason for Executive Session, noted in Motion 12-12-16. President Lehr adjourned Executive Session at 9:30 pm.

President Lehr reopened the regular meeting at 9:31pm. The following board members were in attendance: Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien, and Lori Woods.

IV. Announcements (9:31pm)

- a. Next Regular Board Meeting: Tuesday, January 27<sup>th</sup> at 6:30pm

V. Adjournment (9:32pm)