

Lincoln Academy Board of Directors 2025-2026

Regular Meeting Minutes

March 31, 2026 | 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 March 31, 2026 Board Meeting may be accessed here; [Part 1](#), [Part 2](#), [Part 3](#) for 90 days following the board meeting.

Minutes

I. Preliminaries

President Lehr called the meeting to order 6:31pm and welcomed all in person and online guests.

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

II. Consent Agenda (6:33pm)

- a. Approval of the previous regular meeting minutes (February 24, 2026), special meeting minutes (March 9, 2026 and March 20, 2026), and the meeting agenda (March 31, 2026)
- b. Consent agenda was motioned by Katie Lehr, seconded by Ashley Reynolds, passed unanimously

III. Part 1: Executive Director (Academics) and Executive Director (Operations) Report (6:34pm)—Appended Report

1. Amazing PTO and Community Boosterthon Fundraiser (Paul Hurst)
2. 2026-27 Open Enrollment Update/Student and Family Movement (Lori Woods)
3. Reading Week (Paul Hurst)
4. We work with Incredible People (Paul Hurst & Lori Woods)

IV. Committee Reports

- a. Executive Team (President Katie Lehr and Vice President Matt Tien; 6:54pm) – See Report
 - 1. Elections Process Overview including 2026 election timeline and requirements
 - 2. April Look-ahead

Motion 16-03-31: Move to approve the 2026-2027 Lincoln Academy school calendar as presented to the Board of Directors and on the Lincoln Academy website.

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)

Motion 17-03-31: Move to approve that board elections are held April 29th -May 4th. The election will be for a minimum of two and a maximum of three open positions for parents/guardians. The election will also allow for up to two open positions for community members (Non-parents/Guardians). The membership of the election committee shall consist of Katie Neely and Rob McCready. Applications must be received by 5 p.m. five days before the April board meeting.

Motioned by Katie Lehr, second by Lori Pantano

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; 6:59pm)– See report
 - 1. Family Survey Status – full report planned for April
 - 2. DAC Updates
 - 3. Next meeting: April 7th at 6:30pm
- c. Facilities Committee (Kyle Pethe; 7:07pm) – See report
 - 1. CDE Building Assessment
 - 2. Continued Grant Pursuits
 - 3. Jefferson County Health Department Safe Storage and Process
 - 4. Needs List and Capital Investments – potential investment ideas
- d. Finance (Rob McCready; 7:13pm) – See report
 - 1. Jeffco updates
 - 2. Expenditure update
 - 3. Margin Update
 - 4. Next Finance Council Meeting: April 16th at 10am

Motion 18-03-31: Move to approve the authorization of a one-time Bonus capped at \$2,500 per staff based on their FTE and who have been employed at Lincoln for at least one semester and remained until the end of the school year.

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 (7:27pm)

a. None

VI. New Business (7:27pm)

a. Executive Director Performance Evaluations

Motion 19-03-31: Move to enter executive session pursuant to Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel Matters for the purpose of providing a formal performance evaluation to Executive Director Lori Woods.

Director Katie Lehr motioned that the board enter executive session pursuant to CRS 24-6-402(4)(f) for the reason stated above. The motion was seconded by Rob Cready.

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)

The board entered executive session at 7:31pm.

President Lehr adjourned Executive Session at 8:28pm.

President Lehr reopened the regular meeting at 8:30pm with all board members in attendance. (Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien)

Motion 20-03-31: Move to enter executive session pursuant to Colorado Revised Statutes CRS 24-6-402(4)(f) Personnel Matters for the purpose of providing a formal performance evaluation to Executive Director Paul Hurst.

Director Katie Lehr motioned that the board enter executive session pursuant to CRS 24-6-402(4)(f) for the reason stated above. The motion was seconded by Kyle Pethe.

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)

The board entered executive session at 8:34pm.

President Lehr adjourned Executive Session at 11:02pm.

President Lehr reopened the regular meeting at 11:05pm with all board members in attendance. (Katie Lehr, Rob McCready, Lori Pantano, Kyle Pethe, Ashley Reynolds, Matt Tien)

b. Possible action following executive session

Motion 21-03-31: Move to renew the employment contract for the Executive Director of Academics, Paul Hurst, for the 2026–2027 school year, subject to the development of a plan.

Motion 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)

Motion 22-03-31: Move to renew the employment contract for the Executive Director of Operations, Lori Woods, for the 2026–2027 school year.

Motion 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)

c. Next PTO meeting April 21st at 6:30pm

VII. Announcements (11:06pm)

a. Next Regular Board Meeting: Tuesday, April 28th at 6:30pm

VIII. President Lehr adjourned the meeting at 11:07pm