

LINCOLN *Academy*



Executive Directors Report
May 19th, 2026

LINCOLN ACADEMY 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.

Our Vision is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge Education.

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WE ARE PROUD OF OUR GRADUATES!



One of the many blessings of a connected school community is the opportunity to welcome our graduates back to Lincoln Academy for our annual Senior Celebration. This event allows us not only to reconnect with former students, but also to hear the incredible ways they continue to grow and succeed beyond Lincoln. As we listened to

their stories, it was evident that our Core Values of Excellence, Kindness, and Hard Work continue to shape their character and accomplishments. Their success is also a powerful reflection of Lincoln Academy's mission to help students reach their highest potential through an academically rigorous and content-rich environment. We are incredibly proud of these graduates and excited to celebrate both their success and the example they set for the younger students following behind them.

School-Wide Honors: Our graduates this year have continued to demonstrate strong leadership and character in their schools and communities. This senior class included Class Presidents, Student Body Presidents, Homecoming Queens, Prom Kings, the President of the National Honor Society, and many other student leaders who positively impacted those around them through service, leadership, and excellence.



Academic Awards: Our graduates continued to excel academically throughout high school. Many students maintained honor roll status throughout their high school careers, multiple students ranked in the top 10% of their graduating class, one student graduated a full year early through exceptional dedication and hard work, and another earned the distinction of

Valedictorian. These accomplishments reflect the strong academic foundation developed through Lincoln Academy's rigorous and content-rich educational program.

Sports Awards: Many of our graduates found continued success in athletics, demonstrating perseverance, discipline, and teamwork through a variety of competitive programs. Students earned recognition and accomplishments in tennis, gymnastics, volleyball, track and field, swimming, rock climbing, skiing, basketball, and football, including several graduates who were members of state championship football teams.

Fine Arts Awards: Our graduates also continued to pursue excellence in the fine arts through choir, marching band, and other artistic programs. One graduate was honored with the prestigious John Philip Sousa Award.



Scholarships: Our students earned numerous prestigious scholarships as a result of their hard work, leadership, and academic achievement. These included the Presidential Scholarship, Hagan Scholarship, Dr. Carlton Scholarship, Cats Rise Scholarship, and Regis Merit Scholarship, among many others.

College and Beyond: Our graduates are already pursuing meaningful and impactful futures in a variety of fields. Several students completed high school with professional certifications including EMT, CNA, Phlebotomy, and Automotive certifications, while others have already entered career pathways or specialized training programs such as flight school. Graduates were accepted to outstanding colleges and universities including Colorado School of Mines and Regis University, while one graduate has chosen to serve our country through the United States Air Force.



We are incredibly proud of the impact these students are already making and look forward to seeing how they continue to live out Lincoln Academy's mission and values in the years ahead.

STUDENT SUSPENSION/REFERRAL DATA

Discussion:

One of the primary goals of the administrative team continues to be the further development and refinement of our systems to support strong academic outcomes through the consistent upholding of clear behavioral expectations across the building. This work is directly connected to Lincoln Academy's mission of providing a "safe, orderly, and caring environment" where students are able to fully engage in rigorous learning and reach their highest potential.

To support this goal, we have continued implementing clear behavioral structures throughout the school, emphasizing consistent routines and procedures for both staff and students while reinforcing a set of classroom non-negotiables across the building. These systems provide the necessary framework to protect and strengthen the learning environment within each classroom. While much of the foundational work was established in previous years, continued clarity, consistency, and accountability remain essential as we move forward.

Importantly, this focus allows us to better support teachers in maintaining high classroom expectations, recognize and affirm the many students who consistently demonstrate our Core Values of Excellence, Kindness, and Hard Work, and provide meaningful accountability and support for students who are not yet meeting expectations. Our staff and community have clearly communicated the importance of ensuring that all students are both learning appropriately and contributing positively to the learning environment of others. This means helping students develop the behavioral habits and self-discipline necessary for long-term success. In previous years, a common concern expressed by both staff and families was inconsistent follow-through regarding student accountability, and we have continued to intentionally address this area through clearer systems and stronger administrative support.

At the same time, the data demonstrates that important work still remains ahead of us. While there have been areas of progress, our overall referral numbers remain higher than we want them to be, and suspension numbers have increased. Although there are several contributing factors behind these trends, we recognize that simply increasing referrals or suspensions is not the long-term solution. Instead, our continued focus will be on strengthening proactive systems, improving intervention structures, increasing clarity and consistency, and building the supports necessary to help students successfully meet behavioral expectations while preserving a strong and positive learning environment for all students.

Referrals									
Year	Referrals	Detentions	Males	Female	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2025-26	279	87	80 (90%)	9 (10%)	82 (92%)	7 (8%)	28 (7 stds)	83 (26 stds)	168 (56 stds)
2024-25	309	79	91 (81%)	22 (19%)	107 (95%)	6 (5%)	22	133	154
2023-24	256	21					54	131	71
2022-23	274	23					100	100	74

Suspensions									
Year	In-school	Out-of-school	Males	Females	White	Non-White	Grades K-2	Grades 3-5	Grades 6-8
2025-26	67	49	106	10	85	31	22 (4 stds)	20 (11 stds)	74 (30 stds)
2024-25	37	28	56	9	58	7	7 (5 stds)	23 (14 stds)	35 (18 stds)
2023-24	14	12	25	1	14	4	3 (3 stds)	15 (9 stds)	8 (6 stds)
2022-23	27	24	30	2	30	2	7 (2 stds)	25 (11 stds)	19 (19 stds)
2021-22	1	31	10	3	11	2	16	3	14
2020-21	1	11	9	3	11	1	0	1	11
2019-20	5	26	16	8	16	8	2	8	14
2018-19	16	15	16	8	17	7	2	8	14

Triangle Chart 2025-26		
Group	Number	Percent
Between 0 and 1 Referrals	695	93%
Between 2 and 5 Referrals	34	5%
More than 6 Referrals	15	2%

Summary:

Our overall referral numbers have remained relatively consistent with previous years, and our behavioral “Triangle” data has also stayed largely stable over time. This consistency demonstrates that the systems and structures we have implemented across the building continue to provide a clear framework for behavioral expectations and student accountability. Maintaining consistent expectations is an important part of supporting Lincoln Academy’s mission to provide a safe, orderly, and caring environment where students are able to fully engage in learning.

At the same time, our suspension numbers have increased significantly this year. While these suspensions are typically connected to serious behavioral or safety concerns, are addressed through individualized student behavior plans, and continue to be reviewed in collaboration with our partners in Jeffco, we also recognize that this is not where we ultimately want to be as a school community. Our goal is always to keep students in the classroom and engaged in learning whenever it is safe, appropriate, and productive to do so.

Suspensions are reserved for situations involving either significant behavioral or safety concerns or cases in which smaller interventions and consequences have not successfully changed student behavior over time. In some situations, patterns of ongoing concerns may also lead to the development of a Student Support Plan to provide additional structures, interventions, and accountability designed to better support long-term student success.

It continues to be our goal to use suspensions as sparingly as possible while also recognizing that, at times, they are the appropriate next step in maintaining a safe and productive learning environment for all students. Moving forward, we believe the continued implementation of stronger proactive systems, clearer intervention structures, and increased student supports will allow us to better meet student needs while also reducing the overall number of suspensions necessary in the future.

What next?:

Positive Behavioral Interventions and Supports (PBIS)

This past year, a team of more than ten staff members, led by Mrs. Frick and Ms. Jones, participated in multiple district-led trainings focused on the implementation of an effective Positive Behavioral Interventions and Supports (PBIS) system. PBIS is a research-based framework used in schools across the country that emphasizes clear and consistent

expectations, school-wide routines, and proactive behavioral supports for students. It also focuses on recognizing and reinforcing positive student behaviors while providing structured interventions and support for students who may be struggling. This work aligns directly with Lincoln Academy's mission to provide a safe, orderly, and caring environment and supports our Core Values of Excellence, Kindness, and Hard Work. As we move into next school year, PBIS implementation will be an important next step in continuing to strengthen a positive and supportive school culture for all students.

Second Step (SEL Curriculum) Evaluation

In 2022, Lincoln Academy implemented weekly Social Emotional Learning (SEL) lessons through the Second Step curriculum for all students. The goal of this initiative was to help students develop stronger social, emotional, and relational skills in order to interact more positively with their peers and better navigate challenges both inside and outside the classroom. Because peer-to-peer concerns continue to be one of the largest areas of behavioral need, this proactive support remains an important part of our overall student support system. Now that the program has been in place for several years, we believe it is appropriate and necessary to formally evaluate its effectiveness in meeting our intended goals. Throughout the coming school year, our Mental Health and Administrative teams will work together to assess the impact of the curriculum, identify strengths and areas for growth, and determine next steps for improved implementation and student support.

Strengthening the MTSS Process

Our continued refinement of the Multi-Tiered System of Supports (MTSS) process has played an important role in identifying and addressing both academic and behavioral student needs. Through consistent collaboration between teachers, interventionists, mental health staff, and administrators, we have been able to develop more targeted interventions and supports for students requiring additional assistance. This process remains a foundational component of our student support systems, and we will continue strengthening and refining it to ensure students receive timely and effective interventions that help them be successful both behaviorally and academically.

Reinforcing Routines and Procedures

We will continue our strong emphasis on consistent routines and procedures throughout the building. Clear expectations and predictable structures have demonstrated positive outcomes for many students by helping create consistency, clarity, and stability within the school environment. These routines support both student behavior and academic learning while

helping foster an environment where students understand what is expected of them each day. We believe these structures are an important part of creating the safe, orderly, and caring environment described in our mission and will continue to be a core component of the Lincoln Academy culture moving forward.

Ongoing Systems Evaluation

While we remain confident in the foundational systems and structures currently in place, we also recognize the importance of continuous reflection and improvement. As part of our commitment to excellence, we will continue to evaluate our behavioral systems, interventions, and support structures to ensure they are effective, sustainable, and meeting the needs of our students and staff. Our goal is to continually strengthen the systems that support student success while remaining responsive to areas where growth and refinement are needed.

EDUCATIONAL LEGISLATION UPDATE

The 2026 Colorado legislative session continues to focus heavily on school finance, accountability, facilities funding, and long-term sustainability of public education systems. Several legislative items are particularly relevant to charter schools and to schools operating within Jefferson County Public Schools.

School Finance and State Budget Outlook

The primary education funding legislation this session is Senate Bill 26-023 (School Finance Act), which continues implementation of Colorado's revised school finance formula established under House Bill 24-1448. While the bill includes increases to statewide K-12 funding, Colorado is simultaneously managing a significant state budget shortfall driven by inflationary pressures, Medicaid growth, constitutional spending constraints, and slowing revenue projections.

For Jeffco specifically, these concerns are compounded by declining enrollment, rising operational costs, and district budget reduction planning. While statewide funding is potentially improving overall, local financial pressure within Jeffco may continue affecting operational resources and long-term planning.

Charter Facilities and Local Funding Discussions

One of the more notable charter-related proposals this session is Senate Bill 26-145, which would require districts to more formally consider charter school facility needs during bond and mill levy planning processes.

This issue is particularly relevant in Jefferson County as the district is expected to pursue ballot measures in November related to increased general and special purpose mill levy overrides. In response, Jeffco charter schools are officially organizing through the Jeffco Charter Leaders Association to collectively engage the district regarding several shared priorities, including advocating for:

- formal inclusion of charter schools within ballot language,
- transparency regarding anticipated charter funding allocations,
- and proactive discussions surrounding how future mill levy revenues may be shared with charter schools.

Given current district financial pressures and broader public perception challenges facing Jeffco, charter leaders will continue monitoring these discussions closely.

Accountability and Regulatory Environment

Colorado lawmakers also continue refining statewide accountability systems through legislation including House Bill 25-1278, which addresses accountability measures, assessment administration, and school performance monitoring.

Current legislative discussions continue emphasizing:

- academic growth,
- student subgroup performance,
- transparency,
- and measurable school outcomes.

Federal Funding Considerations

Education leaders are also monitoring potential federal funding impacts tied to evolving federal policy priorities and ongoing disagreements between federal agencies and the State of Colorado regarding compliance expectations and education guidance.

While no direct reductions to core federal education funding have been announced, schools continue monitoring potential impacts to special education funding, Title funding allocations, and competitive grant opportunities.

Overall Outlook

Colorado remains generally supportive of public charter schools, though legislative discussions increasingly emphasize accountability, transparency, equitable funding structures, and long-term fiscal sustainability. The Colorado League of Charter Schools continues to monitor these initiatives and advocate for charter autonomy and equitable funding. Within Jeffco, charter schools also continue working to strengthen relationships with the district amid increasing financial pressures and growing opposition to charter schools from some union groups.

Administration will continue monitoring legislative developments and district-level implications that may affect the school moving forward.

25-26 UIP UPDATE

Overview

As a reminder from the October Board meeting, schools are required to annually submit a Unified Improvement Plan (UIP) to the Colorado Department of Education (CDE) by October 15th. The UIP serves as a key planning document that identifies the most important and impactful actions a school will take to address areas of growth identified from the prior year. It is built using multiple sources of data, including CMAS, MAP, and DIBELS assessment results, as well as discipline trends, school culture and climate data, and other relevant indicators of student success.

The UIP provides a structured and intentional framework for establishing clear, measurable goals for the school year. It guides our work by helping us identify priority areas, analyze underlying causes of performance trends, and develop targeted, research-informed strategies to support continuous improvement. In this way, the UIP ensures that our efforts remain focused, data-driven, and aligned to student outcomes.

For this year's plan, the Administrative Team intentionally aligned UIP goals with the existing Strategic Plan established by the Board of Directors. This alignment helps ensure clarity, consistency, and coherence across all areas of school improvement work. Within this structure, the team identified one focused goal within each of the three pillars of the Strategic Plan, ensuring that our improvement efforts remain balanced, purposeful, and directly connected to the long-term vision and mission of Lincoln Academy.

- **Academic Excellence**
- **Staff Experience and Growth**
- **Student Life and Culture**

Academic Excellence

In the area of Academic Excellence, the one-year measure and target is that no student subgroups will be rated as “Does Not Meet.” This goal specifically focuses on ensuring that historically underperforming student groups—including students with Individualized Education Programs (IEPs) and multilingual learners—are supported in demonstrating proficiency on the annual CMAS assessments in both English Language Arts (ELA) and Math.

Results: At this time, we are still awaiting final CMAS results. However, interim progress data, including Winter MAP and Spring MAP assessment results, indicate significant growth across multiple subject areas, grade levels, and student groups. These trends are encouraging and suggest that our instructional focus areas and intervention systems are having a positive impact on student learning. While we will await final state results to fully evaluate progress toward this goal, we remain cautiously optimistic and committed to continuing the work necessary to ensure all student groups are supported in meeting high levels of academic success.

Staff Experience and Growth

In the area of Staff Experience and Growth, the one-year measure and target is that 75% of staff will demonstrate buy-in through participation in professional development and adherence to the school's non-negotiables. This goal is grounded in multiple indicators of staff engagement, including participation in professional learning designed in collaboration with our Instructional Leadership Team (ILT), completion of our October data analysis work across grade levels, and consistent implementation of school-wide non-negotiable expectations.

Results: All teaching staff participated in our professional development program this year. In addition, all staff engaged in the October data analysis process and began implementing identified action steps in their classrooms to support student growth and instructional improvement. While all staff have introduced and taught the Lincoln Academy non-negotiables to students, approximately 90% of staff are fully implementing these expectations with consistency. The remaining 10% are partially implementing with ongoing support from the administrative team. Overall, clear expectations, consistent follow-through, and targeted support have contributed positively to both staff practice and the broader school culture, strengthening alignment across the building and supporting a more consistent experience for students.

Student Life and Culture

In the area of Student Life and Culture, our one-year measure and target is that 90% of students will have one or fewer office referrals. This goal is designed to reflect the effectiveness of our overall behavioral support systems and to ensure that the vast majority of students are successfully supported within the classroom environment with minimal need for office-level interventions.

Results: As of May 13th, over 93% of students have received one or fewer office referrals. This outcome reflects the ongoing efforts of both staff and students to address behavioral concerns early and within the classroom setting, allowing most students to remain engaged in learning and supported in meeting expectations. We are encouraged by this data and appreciative of the collective work across our school community to maintain a positive and productive learning environment where the vast majority of students are able to be successful.

Conclusion

Overall, our students and staff continue to demonstrate strong performance and sustained commitment to our mission, as reflected in the successful progress toward the UIP goals we are able to assess at this point in the year. These results highlight the consistent effort, focus, and collaboration taking place across classrooms and teams.

As is always the case, we recognize that there is still important work ahead of us. At the same time, we believe it is essential to pause and acknowledge the meaningful progress that has been made through the dedication of our staff, students, and families. We are grateful for the collective effort that continues to strengthen our school community and move us forward. Thank you for your continued support of this important work.

26-27 STAFFING UPDATE

As we close out the school year, we are sad to say goodbye to several members of our team. We are so thankful to each of these individuals, because they have contributed countless hours of dedication, care, and hard work on behalf of our students and school community. While their departures are bittersweet, we are grateful for the impact they've made at Lincoln and wish them all the best in whatever is next. Lincoln is better for what they have done for the school.

Staff Not Returning Next Year	Staff Moving to a Different Position	New Staff Members	Positions Open
Taegen Haller (6 th Math)	Amy Jenkins - Reading Interventionist	Cassidy Leyva (1 st Grade)	School Secretary
Jenna McMains (Music Teacher)	Erin Hecox - Principal Secretary	Ashley Betts (Instructional Coach)	Facilities Position
Josh Mathews (Facilities)	Jeanne Papantonakis - DSS Teacher	Stacie Kondrotis (Music Teacher)	EA Positions
Calee Schrock (Instructional Coach)		Sara Demers (6 th Math)	Leopard Care
Maren Nadvornik (Principal Secretary)		Emily Johnson (DSS EA)	
Karla Hanrahan (4 th EA)			

Exit surveys will be offered to departing staff, and a summary of the responses will be shared with the Board of Directors by our HR Consultant, Kimberly Searfoorce. In addition to the formal survey process, we've had valuable conversations with many of these team members to better understand how we, as a school and administrative team, can continue to grow and improve.

Outlined below are the next steps for each of our departing staff. One encouraging trend is that of the staff members not returning next year, only one is continuing their career in a nearby school. This continues to emphasize that our recent efforts to strengthen staff retention are continuing to yield positive results when compared to previous years.

- 1 staff member moving to another school in area
- 3 staff members moving out of education/ineligible to return
- 1 staff member moving to new position outside of the metro area/out of state
- 1 staff member retiring

Staff retention remains one of our top priorities and a key indicator of long-term success, especially in a school. When staff feel supported, valued, and aligned with the school's mission, they are more likely to stay—and to continue making meaningful contributions to our community.

To support this goal, we will continue to focus on:

- Hiring practices grounded in our Core Values
- Offering competitive compensation
- Maintaining cohesive and clear expectations
- Fostering a strong, positive staff culture

We are especially excited about the new team members joining Lincoln next year. We are confident that we've brought on a group of highly skilled individuals specifically with significant experience in either charter schools or Core Knowledge. We continue to find that the best candidates are often already within our own community. This level of investment in the mission of Lincoln is both encouraging and energizing for the year ahead.

WE WORK WITH INCREDIBLE PEOPLE!

Lincoln Academy is fortunate to have exceptional staff who consistently go above and beyond to embody our core values. We are proud to recognize and celebrate several individuals who exemplify the Lincoln Academy standard.

Kayli Cooper consistently produces some of the strongest student outcomes in the building. Her passion for students and commitment to high-quality instruction are evident in every aspect of her classroom. She sets a culture of excellence where students genuinely believe in their own abilities and fully buy into the learning process. The lasting impact she has on students is clear, as many continue to return to visit her classroom well into middle school. Families regularly share appreciation for both her instructional skill and authentic care for students. Kayli is an incredible asset to our team, consistently bringing professionalism, reliability, and a deep commitment to student success.

Maren Nadvornik has been an invaluable member of the Lincoln team, and her impact this year has been felt across the entire school. Her organizational systems, responsiveness, and ability to manage countless moving pieces have helped all of us work smarter and more effectively. She consistently brings calm to complex situations, approaches challenges with creativity and practicality, and somehow keeps many spinning plates moving at once. Beyond her relentless professionalism, her wit and positivity make her an absolute joy to work alongside each day. While we are sad to see her move on to the next season professionally, we are deeply grateful for all she has contributed to our team and community. She will be greatly missed, and we wish her nothing but the very best in her next chapter.

Calee Schrock has poured her heart and passion into LA for many years, and her impact on both staff and students has been profound. She has an exceptional ability to understand staff needs, build strong partnerships, and bring out the best in those around her. She is also a true cheerleader for our staff, consistently helping teachers recognize the value of what they provide students and encouraging them to see the positive impact they make each day. Her leadership in helping launch ILT has strengthened our instructional systems schoolwide, and her talent for analyzing data and translating it into meaningful classroom support has been invaluable. More importantly, she has built lasting relationships and has been a trusted and steady presence for so many members of our team. As she concludes her time at Lincoln, we are incredibly thankful for the years of dedication, leadership, and commitment she has given our community. We are better because of the work and care she invested here.

Executive Committee Report May 2026

The executive committee is responsible for providing guidance, oversight, and, when appropriate, specialized expertise to the head(s) of school. The committee will determine the monthly agenda and support the head(s) of school on topics to present monthly per board policy. The executive committee is responsible for reporting to the board any concerning themes or information that pertains to governance of the school; these include but are not limited to legal, curriculum, and operational changes or concerns.

Executive committee meetings typically occur every month two weeks prior to the regular Board of Directors meeting, except for July, when typically, no meetings occur for summer break.

Committee Members in attendance: Katie Lehr (Board President), Matt Tien (Board Vice President), Paul Hurst (Principal), and Lori Woods (Operations Director)

1. May Monthly Reports to BoD per policy

Discussed May deliverables per board policy to be presented by Mr. Hurst and Ms. Woods in their reports to the board. These include:

- a) Student Referrals/Suspension Data (2.1.2)
- b) Educational Legislation Update (2.1.5)
- c) Preliminary Staffing Update (2.1.3)
- d) UIP Update (2.1.4)

Policy Highlight:

2.1.2 Treatment of Students

With respect to interactions with students, the Executive Director shall not cause or allow conditions, procedures or decisions that are unsafe, disrespectful, undignified, and unnecessarily intrusive or that fail to provide appropriate confidentiality, privacy or otherwise detract from a safe and orderly school environment.

Accordingly, the Executive Director shall not:

1. Fail to operate within the guidelines of the Discipline Policy that is based on the District Code of
2. Conduct and the Discipline Policy and Procedures as stated in the Parent/Student Handbook.
3. Allow students to violate the Discipline Policy and Procedures without experiencing an
appropriate
4. consequence.
5. Fail to inform and educate students, and prospective students, about the school policies and
6. procedures.
7. Fail to encourage students as they develop the academic skills, passion and responsibility for learning.
8. Discriminate against or fail to constructively respond to any student.

2. SAC Family Survey

- a. Touched briefly on the family survey feedback and SAC ideas

3. ED Employment Contracts

- a. In work

Proposed Motions: None.

School Accountability Committee Report – May 2026

School Accountability Committee meetings will typically occur on the first Tuesday of every month in the Library. Next meeting will be in September!

Contact Ashley Reynolds at ashleyreynolds@lincolnacademy.net if you would like to join.

Attendance

- Parents:
- PTO: Maudra Pacheco Dickerson
- Faculty: Jessie Newsom
- Administration: Heather Frick
- Board Members: Ashley Reynolds

Discussion Items

1. Thanked the committee for their time and dedication to our work on the Family Survey.
2. Ms. Frick shared with the committee the plan for “closing the gap” in reading for our students. This entails utilizing the Jeffco Library Summer Reading Program, Pizza Huts reading program and promoting summer bridge books.
3. DAC meeting 4/21 report:
 - a. Reimagining SAC Kickoff for 2026/27- currently on hold.
 - b. Julie Tolleson, Chief of Legal presented on DAC’s/subcommittees legal obligations when reviewing Charter School applications.
4. Charter School Subcommittee: Mesa Academy K-8: DAC, Superintendent Dorland and the board all voted for non-approval.
5. Schedule for next meetings
 - a. September date TDB

Proposed Motions

- Motion xx-xx-xx: None.

Finance Committee Report – May 14, 2026

The finance committee is responsible for planning, monitoring, and recommending the yearly budget to the Board of Directors. As needed, this committee will make recommendations to the Board of Directors in relation to Operational and Fiscal Planning.

Discussion Items

- Jeffco
 - Updated budget not loaded yet. Working budget shows variances from old budget
- Working Budget – no major changes
 - Mill Levy true up +\$3,000 for Lincoln
 - Property tax actuals
 - Free and Reduced Lunch (FRL) actual count
 - Capital projects
 - Cameras purchased
 - Turf purchased
 - Shed and truck are still being researched
 - Motion to appropriate in FY27 in June meeting if needed
- Annual lease appropriation for building corporation
 - **Motion XX-XX-XX: Motion to approve the 2026-2027 Lease Appropriation Resolution as presented and discussed.**
- Workday ERP project update
 - Expected cut over during school year
 - No customizations for charters discovered
 - Lincoln will need to move from PTO + sick days to single PTO pool
 - Possible budget adjustment will be needed at that time to account for differences in how PTO and sick days are treated

Next Finance Committee: June 4 @10:00am

Jefferson County Public Schools
Charter Schools
Lincoln Academy Charter School
Report ID: 558OPC
For Accounting Period:
04/30/26



Lincoln Academy Charter School
Unaudited Financials
07/01/2025 - 04/30/2026

												Prior YTD Totals	Current YTD Totals	Variance - CY Total minus PY Total
Prior Year		Prior Year	Prior Year	Current Year		Current Year	Current Year	Current Year	Current Year					
Number	Description	Operational Funds	Capital Funds	Total	Estimated Revenue	Budget	Operational Funds	Capital Funds	Total	Variance	Percent Spent			
	Prior Year Carryforward	5,194,783.10		5,194,783.10			3,762,875.13	2,498,820.97	6,261,696.10					
401000	Commissions/Profits	-	-	-	8,663.00	0.00	3,428.87	-	3,428.87	5,234.13	40%	-	3,428.87	3,428.87
401400	Ticket Sales	828.00	-	828.00	1,668.00	0.00	1,436.75	-	1,436.75	231.25	86%	828.00	1,436.75	608.75
408000	Resale	23,394.69	-	23,394.69	20,000.00	0.00	14,503.35	-	14,503.35	5,496.65	73%	22,694.69	14,503.35	(8,191.34)
409000	Sales-Fund Raising	2,196.78	-	2,196.78	12,846.00	0.00	10,121.76	-	10,121.76	2,724.24	79%	1,629.98	10,121.76	8,491.78
411000	Prop Tax-Mill Levy Override	1,622,434.40	-	1,622,434.40	1,590,861.00	0.00	1,627,658.18	-	1,627,658.18	(36,797.18)	102%	1,622,434.40	1,627,658.18	5,223.78
415000	Earnings On Investments	-	29,035.45	29,035.45	11,330.00	0.00	301,709.27	18,707.73	320,417.00	(309,087.00)	2828%	320,417.00	320,417.00	295,609.42
419000	Other Revenue	119,329.46	-	119,329.46	1,137.00	0.00	48,885.00	-	48,885.00	(47,748.00)	4299%	5,442.46	48,885.00	43,442.54
433000	State Revenue - Other	-	299,913.59	299,913.59	290,000.00	0.00	-	241,903.30	241,903.30	48,096.70	83%	250,095.24	241,903.30	(8,191.94)
433800	Universal Preschool Funding	313,153.29	-	313,153.29	306,681.00	0.00	215,500.84	-	215,500.84	91,180.16	70%	310,018.29	215,500.84	(94,517.45)
434000	Exceptional Children Revenue	108,172.74	-	108,172.74	90,173.00	0.00	96,311.89	-	96,311.89	(6,138.89)	107%	108,172.74	96,311.89	(11,860.85)
450000	Transfers	8,360,444.44	364,161.98	8,724,606.42	8,188,829.00	0.00	8,471,020.32	421,790.94	8,892,811.26	(703,982.26)	109%	8,753,571.26	8,892,811.26	139,240.00
451000	Fees/Dues	90,452.33	-	90,452.33	82,817.00	0.00	94,690.24	-	94,690.24	(11,873.24)	114%	88,513.58	94,690.24	6,176.66
455000	Tuition from Individuals	268,168.55	-	268,168.55	140,000.00	0.00	250,058.38	-	250,058.38	(110,058.38)	179%	253,839.92	250,058.38	(3,781.54)
461000	Building Rental	5,090.00	-	5,090.00	5,000.00	0.00	4,510.00	-	4,510.00	490.00	90%	3,820.00	4,510.00	690.00
474000	Transportation - Field Trips	43,108.50	-	43,108.50	49,968.00	0.00	42,495.77	-	42,495.77	7,472.23	85%	42,586.00	42,495.77	(90.23)
482000	Activity Revenue	-	17,165.00	17,165.00	21,711.00	0.00	13,565.00	-	13,565.00	8,146.00	62%	13,960.00	13,565.00	(395.00)
498000	Donations	32,393.65	-	32,393.65	35,000.00	0.00	1,150.00	-	1,150.00	33,850.00	3%	30,617.16	1,150.00	(29,467.16)
950500	Mandatory Transfers	(125,367.63)	(238,794.35)	(364,161.98)	-	0.00	-	(421,790.94)	(421,790.94)	421,790.94	n/a	(393,126.82)	(421,790.94)	(28,664.12)
	Revenues	10,880,964.20	454,316.67	11,335,280.87	10,856,684.00	-	11,197,045.62	260,611.03	11,457,656.65	(600,972.65)	106%	11,139,904.48	11,457,656.65	317,752.17
	Available	16,075,747.30	454,316.67	16,530,063.97	10,856,684.00	-	14,959,920.75	2,759,432.00	17,719,352.75	(600,972.65)	163%			-
512100-513100	Administration	340,969.92	-	340,969.92	-	337,082.00	281,851.68	-	281,851.68	55,230.32	84%	286,374.14	281,851.68	(4,522.46)
521100	Teacher	3,369,488.35	-	3,369,488.35	3,621,762.00	2,985,016.12	2,985,016.12	-	2,985,016.12	636,745.88	82%	2,778,289.82	2,985,016.12	206,726.30
521900-599830	Other	2,212,487.10	-	2,212,487.10	-	2,353,576.00	1,773,746.33	-	1,773,746.33	579,829.67	75%	1,778,193.88	1,773,746.33	(4,447.55)
	Salaries	5,922,945.37	-	5,922,945.37	6,312,420.00	5,040,614.13	5,040,614.13	-	5,040,614.13	1,271,805.87	80%	4,842,857.84	5,040,614.13	197,756.29
699000	Employee Benefits	1,652,338.67	-	1,652,338.67	1,850,368.00	1,406,237.09	1,406,237.09	-	1,406,237.09	444,130.91	76%	1,355,397.42	1,406,237.09	50,839.67
	Benefits	1,652,338.67	-	1,652,338.67	1,850,368.00	1,406,237.09	1,406,237.09	-	1,406,237.09	444,130.91	76%	1,355,397.42	1,406,237.09	50,839.67
	Total Salaries and Benefits	7,575,284.04	-	7,575,284.04	8,162,788.00	6,446,851.22	6,446,851.22	-	6,446,851.22	1,715,936.78	79%			-
701000	Mileage And Travel	227.13	-	227.13	2,000.00	-	-	-	-	2,000.00	0%	227.13	-	(227.13)
702000	Employee Training & Conf	8,160.49	-	8,160.49	11,075.00	3,223.68	3,223.68	-	3,223.68	7,851.32	29%	3,642.25	3,223.68	(418.57)
708000	Background Verifications	2,312.02	-	2,312.02	3,250.00	1,831.21	1,831.21	-	1,831.21	1,418.79	56%	1,808.02	1,831.21	23.19
710000	Meals/Refreshments	5,377.83	-	5,377.83	7,805.00	2,680.14	2,680.14	-	2,680.14	5,124.86	34%	2,897.53	2,680.14	(217.39)
713000	Student Transportation	8,175.10	-	8,175.10	10,496.00	6,552.45	6,552.45	-	6,552.45	3,943.55	62%	6,009.40	6,552.45	543.05
715000	Student Admission/Entry Fees	42,489.15	-	42,489.15	51,500.00	43,934.59	43,934.59	-	43,934.59	7,565.41	85%	39,402.36	43,934.59	4,532.23
721000	Legal Fees	8,108.75	-	8,108.75	5,000.00	6,152.50	6,152.50	-	6,152.50	(1,152.50)	123%	5,731.25	6,152.50	421.25
723000	Printing	-	-	-	1,100.00	-	-	-	-	1,100.00	0%	-	-	-
731000	Contracted Services	190,554.64	-	190,554.64	279,171.00	206,454.61	206,454.61	-	206,454.61	72,716.39	74%	152,042.85	206,454.61	54,411.76
735000	Bank Fees & Other Expense	-	1,578.27	1,578.27	2,000.00	1,227.51	1,227.51	1,227.51	1,227.51	772.49	61%	1,345.00	1,227.51	(117.49)
741000	Refuse & Dump Fees	-	-	-	8,400.00	7,227.93	7,227.93	-	7,227.93	1,172.07	86%	-	7,227.93	7,227.93
743000	Equipment Rental	1,621.48	-	1,621.48	2,000.00	-	-	-	-	2,000.00	0%	1,021.48	-	(1,021.48)
745000	Contract Maint/Eq Repair	5,812.47	-	5,812.47	7,100.00	288.05	288.05	-	288.05	6,811.95	4%	4,433.09	288.05	(4,145.04)
745500	Technology Services	46,791.35	-	46,791.35	20,019.00	15,332.37	15,332.37	-	15,332.37	4,686.63	77%	26,811.84	15,332.37	(11,479.47)
746000	Const Maint/Repair-Bldg	130,926.32	-	130,926.32	115,500.00	58,705.08	58,705.08	-	58,705.08	56,794.92	51%	52,343.14	58,705.08	6,361.94
747000	Software Purch/Lease	23,992.07	-	23,992.07	38,860.00	11,148.24	11,148.24	-	11,148.24	27,711.76	29%	11,051.38	11,148.24	96.86
752000	Marketing - Advertising	11,562.95	-	11,562.95	11,000.00	3,933.19	3,933.19	-	3,933.19	7,066.81	36%	8,810.35	3,933.19	(4,877.16)
760000	Telephone/Pagers/Modems	-	-	-	6,770.00	3,860.75	3,860.75	-	3,860.75	2,909.25	57%	-	3,860.75	3,860.75
761000	Natural Gas	18,756.17	-	18,756.17	25,000.00	13,297.68	13,297.68	-	13,297.68	11,702.32	53%	16,414.07	13,297.68	(3,116.39)
763000	Data Communication Lines	-	-	-	8,700.00	3,352.50	3,352.50	-	3,352.50	5,347.50	39%	-	3,352.50	3,352.50
764000	Electricity	86,028.46	-	86,028.46	85,000.00	70,691.51	70,691.51	-	70,691.51	14,308.49	83%	72,928.38	70,691.51	(2,236.87)
765000	Voice Communication Line	30,658.04	-	30,658.04	13,230.00	6,334.27	6,334.27	-	6,334.27	6,895.73	48%	19,930.88	6,334.27	(13,596.61)
766000	Water & Sanitation	20,796.74	-	20,796.74	22,000.00	17,246.51	17,246.51	-	17,246.51	4,753.49	78%	16,812.04	17,246.51	434.47
768000	Postage	360.61	-	360.61	600.00	419.80	419.80	-	419.80	180.20	70%	360.61	419.80	59.19
769000	Permits/Licenses/Fees	19,241.96	-	19,241.96	28,000.00	21,514.59	21,514.59	-	21,514.59	6,485.41	77%	18,450.74	21,514.59	3,063.85
770000	Risk Management Charges	130,790.70	-	130,790.70	150,500.00	119,391.86	119,391.86	-	119,391.86	19,398.14	79%	108,921.50	119,391.86	9,470.36
770800	Unemployment Comp Insur	11,555.36	-											



														Prior YTD Totals	Current YTD Totals	Variance - CY Total minus PY Total
Account Number	Description	Prior Year Operational Funds	Prior Year Capital Funds	Prior Year Total	Estimated Revenue	Budget	Current Year Operational Funds	Current Year Capital Funds	Current Year Total	Variance	Percent Spent					
930000	Building Improvements	210,392.95	-	210,392.95		0.00	-	-	-	-	n/a			210,392.95	-	(210,392.95)
	Capital Outlay	210,392.95	-	210,392.95		-	-	-	-	-	n/a			210,392.95	-	(210,392.95)
	Total Expenditures	9,804,689.50	463,678.37	10,268,367.87		10,762,379.00	8,178,274.22	459,734.51	8,638,008.73							
	Pre-Adjusted Carryforward	6,271,057.80	(9,361.70)	6,261,696.10			6,781,646.53	2,299,697.49	9,081,344.02							
820001	Instructional Equip-Under \$5K Encumbrances	-	-	-		0.00	-	-	-	-				-	-	
820001	Instructional Equip-Under \$5K Requisitions	-	-	-		0.00	-	-	-	-				-	-	
TABOR (school enters amount)																
	Adjusted Carryforward	6,271,057.80	(9,361.70)	6,261,696.10			6,781,646.53	2,299,697.49	9,081,344.02							

Jefferson County School District, R-1
Calculation of Per Pupil Revenue /Summary of District Service Expenses
Fiscal Year Ending June 30, 2026 Budget

25-26 May 2026 Budget Values	
Lincoln Academy	Notes
	Funding update from Jeffco and CDE
Per Pupil Revenue (PPR) GT8 CDE Funding Sheet	11,385.78 04.01.2026
Official October Count	744.00 Official October Count
Annual Pupil Funding (Booked to 450000-7950/7951)	8,471,020.32
Federally Required Services Allocation (Annually)	
Administration Services (950000-0058) \$148.97 per FTE	110,833.68
Contracted Purchased Services \$504.51 per FTE	375,355.44
Direct Costs \$25.96 per FTE	19,314.24
Special Education Programs \$464.63 per FTE (950000-0057)	345,684.72
Special Education Programs \$69.31 credit per Home School FTE (950000-0057)	0.00
English as a Second Language \$69.29 per FTE (950000-0060)	51,551.76
	902,739.84
Optional Purchases (Annually)-from PSA	
Student Health Service Tier 1 One-Year Mentorship (950000-0061) \$2500	
Student Health Services - Tier II (950000-0061) \$95/per FTE	
Student Health Services - AED Machine \$1500/ea (950000-0061)	
Student Health Services - AED Maintenance \$150 (950000-0061)	
Student Health Services - Stop the Bleed Kit \$1000 (950000-0061)	
Student Health Services - Epi Locker \$175 (950000-0061)	
EAP Annual Rate per School \$700 0-50 staff. \$1,400 50+ (950000-0015)	1,400.00
NWEA-MAPS Assessment - Math (950000-7900) \$9.25 per student	5,383.50
MAP Accelerator - (950000-7900) \$10.00 per student	
NWEA-MAPS Assessment - Science(950000-7900) \$2.50 per student	405.00
Library Services Jeffcat \$3.00 per student (950000-7900)	
	1,400.00
Other Funding	
Mill Levy Over-ride	
Flat Mill Levy Funding 95% FTE \$1482.46	1,102,950.24
Flat Mill Levy Funding 5% FRL \$371.55	81,741.00
2018 Inflation Mill Levy Over Ride Funding 95% FTE \$554.45	412,510.80
2018 Inflation Mill Levy Over Ride Funding 5% FRL \$138.43	30,454.60
Total Mill Levy Over-ride (411000-8819)	1,627,656.64
ECEA PPR and Additional Tier B Funding (434000-3130)	96,311.89
Based on Dec 2024 SPED Count, 45 Total @ 1882.59/ea, and 2 @ 5797.67/ea for Tier B	
Total Revenue	10,194,988.85
Total District Services	904,139.84

Revenue for one student		
PPR	\$	11,385.78
Cap Const	\$	391.65
Mill 95%	\$	2,036.91
	\$	13,814.34
District Fee	\$	(1,213.51)
	\$	12,600.83
Mill 5%	\$	150.80
	\$	12,751.63

Revenue for one student		
PPR	\$	11,385.78
Cap Const	\$	391.65
Mill 95%	\$	2,036.91
	\$	13,814.34
District Fee	\$	(1,213.51)
	\$	12,600.83
Mill 5%	\$	150.80
	\$	12,751.63

2026-2027

Lease Appropriation Resolution

WHEREAS, the Colorado Educational and Cultural Facilities Authority issued their Charter School Revenue Bonds (Lincoln Academy Charter School Project), Series 2021A in the aggregate principal amount of \$1,825,000, and the Authority's School Refunding Revenue Bonds (Lincoln Academy Charter School Project), Taxable Series 2021B in the aggregate principal amount of \$7,010,000 (together, the "2021 Bonds") on behalf of Lincoln Academy Charter School Building Corporation (the "Building Corporation") and Lincoln Academy (the "School").

WHEREAS, the Building Corporation and the School are parties to that Lease Agreement, dated as of April 7, 2021 (known as the "Facility Lease"), and containing a lease payment schedule which will retire the indebtedness evidenced by the 2021 Bonds.

WHEREAS, the terms of the Facility Lease requires that Lincoln Academy annually, appropriate sufficient monies to make the payments under the Facility Lease for the upcoming fiscal year; and

WHEREAS, Lincoln Academy has determined that it is in the best interest of the school to continue the Facility Lease and to appropriate sufficient monies for the payment of the Facility Lease payments for the fiscal year July 1, 2026 through June 30, 2027; and

WHEREAS, the budget for the fiscal year 2026-2027, reviewed and considered and adopted at the Board's regular meeting on April 28, 2026 (the "2026-2027 budget"), and contains amounts necessary for the payment of rent and other amounts owing under the Facility Lease.

THEREFORE, IT IS RESOLVED, that the expenditure of amounts approved in the 2026-2027 budget, specifically designated in the revenue categories entitled Amendment 23 Capital Construction, together with any other unrestricted revenues in any other categories necessary to make all payments of Base Rents (as defined in the Facility Lease), including but not limited to **PPR, Mill Levy Increase, Other Revenue, Grants and Donations*** is hereby specifically appropriated to make payments coming due during the fiscal year 2026-2027, under the terms of the Facility Lease; and

411000 Prop Tax – Mill Levy Override	\$ 1,635,617.62
433000 State Revenue Other Cap Construction	\$ 286,950.00
434000 Exceptional Children Revenue	\$ 88,811.70
450000 PPR Funding	\$ 8,539,335.00

RESOLVED FURTHER that expenditure of amounts approved in the 2026-2027 budget specifically designated in categories entitled **Amendment 23, Cap Reserve for Bond, Contract Maintenance and Equipment Repair, Building Improvement, Utilities, Telephone, Water and Sanitation, Risk Management, Refuse and Dump, Building Rental, and Contracted Services****, together with any other unrestricted revenues in any other categories necessary to make all payments due under the Facility Lease that are for the payment of insurance, maintenance, repairs and replacements to the facilities, payment of utilities and other items that are Additional Rents (as defined in the Facility Lease), is hereby appropriated for the fiscal year 2026-2027 for the payment of such items and other amounts payable by Lincoln Academy under the Facility Lease.

950500 State Intercept Bond Transfers \$460,018.00
731000 Contracted Services \$295,000.00
745000 Contract Maint./Equip. Repair \$6,500.00
746000 Const. Maint./Repair-Bldg. \$115,500.00
761000 Natural Gas \$25,000.00
764000 Electricity \$85,000.00
765000 Voice Communication Line \$13,230.00
766000 Water & Sanitation \$22,000.00
770000 Risk Management Charges \$190,000.00

_____ BOARD OFFICER SIGNATURE	Katie Lehr _____ PRINT NAME	_____ Board President _____ PRINT TITLE
_____ BUILDING CORP OFFICER SIGNATURE	Micah Gilbreath _____ PRINT NAME	_____ Building Corp President _____ PRINT TITLE
_____ BOARD SECRETARY SIGNATURE	Lori Pantano _____ PRINT NAME	_____ Board Secretary _____ PRINT TITLE

Motion Made By: _____

Second Made By: _____

Votes: Aye: Nay: