

Lincoln Academy Board of Directors 2025-2026

Regular Meeting Minutes

April 28, 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 April 28, 2026 Board Meeting may be accessed [here](#); for 90 days following the board meeting.

Minutes

- I. Preliminaries (6:32pm)
 - a. President Lehr called the meeting to order 6:31pm and welcomed all in person and online guests.
 - b. Roll Call of Board Members Katie Lehr, Rob McCready (online), Lori Pantano, Kyle Pethe, Ashley Reynolds, and Matt Tien
 - c. Reading of Mission and Vision by Ashley Reynolds
 - d. No individuals provided public comment
 - e. President Lehr welcomed guests Operations Director Lori Woods, Principal Paul Hurst, PTO President Lauren Tien, and Board Applicants Melissa Veronesi and Troy Schrock
- II. Consent Agenda (6:34pm)
 - a. Approval of the previous regular meeting minutes (March 31, 2026) and the meeting agenda (April 28, 2026)
 - b. Consent agenda was motioned by Katie Lehr, seconded by Kyle Pethe, passed unanimously
- III. Guest Speakers
 - a. PTO President (6:35pm)
 - b. Board Applicant Introductions (6:46pm)
- IV. Executive Director (Academics) and Executive Director (Operations) Report (6:50pm) – Appended Report
 1. Culminating Student Events (Paul Hurst)
 2. CMAS Testing Updates (Paul Hurst)
 3. Spring Professional Development (Paul Hurst)
 4. We work with Incredible People (Lori Woods)

V. Committee Reports

- a. Executive Team (President Katie Lehr and Vice President Matt Tien; (7:21pm) – Appended Report
 1. April Deliverables
 2. Prep for May
 3. Executive Director Employment Contracts
 4. Board Term Discussion
- b. School Accountability (Ashley Reynolds; 7:27pm) – Appended report
 1. Family Survey
 2. Summer Reading Initiative
 3. DAC Updates
 4. Charter School Subcommittee Update
 5. Next meeting: April 5th at 6:30pm
- c. Facilities Committee (Kyle Pethe; 7:53pm) – No report
- d. Finance (Rob McCready; 7:35pm) – Appended report
 1. PPR Forecast
 2. Jeffco updates
 3. FY 26 Budget
 4. FY 27 Budget
 5. IRS FY25 990 Form Reviewed by Board
 6. Property Bond: No rebate liability due
 7. Next Finance Council Meeting: May 14th at 10am

Motion 23-04-28: Motion to approve 2025-2026 budget as presented including contingency reserve appropriation of \$5,232,060 to be compliant with C.R.S. 22-44-106

Motioned by Rob McCready and seconded 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)

Motion 24-04-28: Motion to approve the 2026-2027 budget as presented and discussed

Motioned by Rob McCready and seconded 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)

VI. Old Business (7:53pm)

- a. None

VII. New Business (7:53pm)

- a. Board Self-Evaluation
 - i. Board performed a self-evaluation to determine areas of strengths and needs for incorporation into planning for the next year. Although progress has continued to be significant in the area of recruitment and new member onboarding, this still remains a focus area for improvement.
- b. Potential replacement for a portion of fence on the south property line
 - i. Neighboring homeowner offering to install and maintain at no cost to Lincoln.
 - 1. Board received an update on a proposal from a neighboring homeowner who has offered to fund the installment and maintenance of a larger sound barrier type wall to replace a portion of the existing fence line between the properties. The appropriate LA stakeholders have consulted a lawyer to support an assessment of the proposal and to draft an easement before moving forward. The fence line has existed on LA property due to the trees and ditch line that run along the homeowner's property, which would have to otherwise be moved
- c. Update on school volunteer hours
 - i. At the time of the meeting, it was reported that volunteer hours logged were in-line with last-year's totals at the end of April coming in at ~65% of the annual goal with a month of school and a few summer activities to go. (The annual goal is to log an average of 20 hours per family.) This is an encouraging increase in volunteer hours logged over the last couple of years and board encourages families to continue logging and participating.

VIII. Announcements (8:25pm)

- a. Next Regular Board Meeting: May 19th at 6:30pm

IX. Adjournment (Time Stamp 8:26pm)