



Lotus School for Excellence

Mission: Lotus School for Excellence provides a safe learning environment and a rigorous college preparatory curriculum supported by a diverse, dedicated community.

Vision: Our vision is to create well-rounded and global-minded citizens who are prepared for a college education in order to pursue careers in S.T.E.A.M. fields and become contributing members of the community.

[ZOOM LINK](#)

Board Meeting Agenda 05.15.2025 6:00pm

1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President	Underwood, Nalcaci, Arslan, Kavi, Skidmore, Burhonov	1 min
1.2 Pledge of Allegiance		Board President		1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Arslan-present Kavi-present Angela-present remote Mangliyev-present remote Alibayli-present remote	1 min
1.4 Edits to Agenda		Any Member	No edits	2 mins
1.5 Adopt Agenda	Vote	Any Member	Motion to adopt-Arslan 2nd-Kavi Arslan-yes Kavi-yes Angela-yes Alibabi-yes Manliyev-yes Unanimously accepted.	3-5 mins
1.6 Approval of Minutes 04.17.2025 Board Meeting Minutes	Vote	Any Member	https://docs.google.com/document/d/17iKzHfpy8Nyg-hRO91muHc9yxHIUL0vP/edit?usp=drive_link&oid=107678858046613347169&rt=pof=true&sd=true Motion-Kavi Angela-2nd	3-5 mins

			arслан-yes mang-yes angela-yes albili-yes kavi-yes Unanimously accepted	
--	--	--	--	--

2. Public Comment – The Board is desirous to hear the comments of the community. We invite you to address the Board concerning relevant, school-related issues. Public comment is not designed to be a two-way conversation, and members of the board will generally not respond to comments or questions. However, follow-up will take place as deemed appropriate. No charges or complaints against individuals shall be made. Such concerns are better handled through the school’s grievance process. Defamatory or abusive remarks or profanity shall be considered out of order and shall not be tolerated. If a large group of participants wish to give the same opinion or speak to the same topic, the board may ask that a representative be appointed to share said opinion. The school board may choose to limit the Public Comment to 20 minutes for sake of time. Thank you for participating in our Public Comment.

Name	Comment
n/a	

3. Consent Agenda

Agenda Item	Action	Who	Materials/Documents for Review	Time
N/A	Vote			1 min

4. Reports

Agenda Item	Action	Who	Materials/Documents for Review	Time
4.1 Financial Report		B. Skidmore	Budget: Expenditures through April 30th were 76% of budget compared to 71.7% in the prior year. Revenues through April 30th were 85.5% of budget compared with	10 min

		<p>92.5% in the prior year. Currently we are projecting a surplus of \$1.55M. This would bring the ending fund balance to \$5.02 million or a 44.7% increase if realized by 6/30/25. The increase is being driven by enrollment and the new Capital MLO (\$574/student). The funded enrollment is 1,004 students or a 6.24% increase over the budgets 945 students. At Risk Recapture Funding was higher than expected at \$188,586 or a positive variance of \$64k.</p> <p>Balance Sheet Analysis: The School's current cash position at 4/30/25 was \$317.3k more than the same period last year. As of April 30, 2025, Lotus held approximately \$40.4k (Grant Accounts Receivable). Current liabilities increased \$32.9k over the prior year due to accounts payable.</p> <p>FY 24-25 Financial Reporting Compliance: The next financial due date is: 5/25/25- April Financial Statements; 5/31/25-FY26 Proposed Budget</p> <p>FY24-25 Debt Covenant Compliance: LSE's FY25 spend rate is projected at \$44,045 per day (adjusted for Capital Spend and</p>	
--	--	--	--

		<p>Appropriations to Reserves). \$2,642,704 is cash is required to be on account at 6/30/25 or 60 days of unrestricted operating cash at the current rate of spend. As noted above, LSE's 4/30/25 cash balance was \$5,003,893, which includes restricted cash of \$55,443.70. The balance less the restricted cash is \$4,948,449, reflecting a margin of \$2,305,745 which is 46.6% of the current net available/unrestricted cash. Currently LSE is cash compliant and is projected to be at year end.</p> <p>The second covenant is the debt service coverage ratio (DSCR). LSE receives the benefit of capital improvements by adding the amount back to the change in Fund Balance by \$1,552,575. This results in a 3.52 times coverage compared with the required 1.1 times coverage. LSE is compliant and projected to be compliant with this metric as well.</p> <p>Legislative Update FY26 K-12 Funding:</p> <p>The HB 25-1320 has been introduced and passed by the House and Senate. The HB 25-1320 per pupil revenue (PPR) is as follows:</p>	
--	--	---	--

			<p>1. APS's PPR increase was finalized at 3.22%; this increases PPR from \$12,311.53 per student to \$12,708.50 per student.</p> <p>Website to Track...</p>	
4.2 School Report:		Mr. Nalcaci	<p>-May 22nd end of the school year</p> <p>Awards Ceremony, Talent Show, Graduations</p> <p>-April 26, 2025</p> <p>Annual Spring Carnival-resounding success-great community building</p> <p>-5th of May held last SAC meeting. Discussed current, upcoming and future events. Collaborative meeting provided a lot of insights.</p> <p>-May 5th-9th- Teacher Appreciation Week</p> <p>-celebrating staff and their commitment to student success.</p> <p>-May 7th -Taste of Lotus-showcased the diverse community through food, music, and performances, and understanding.</p> <p>-Senior Graduation is tomorrow 2-30pm. All board members are invited. Excited to celebrate them, some</p>	10 min

		<p>accepted to prestigious colleges: MIT, Harvard, Columbia, and one student got accepted to 19 of the 20. This is a very remarkable success. College Acceptance Rate is 96%. This underscores the work of faculty. CBS news reporter visited LSE Academic Success today. The feature will highlight the students achievements and the students commitment to education. Last week, on May 9th, an Award Ceremony was hosted. Mayor Coffman honored us by participating in the ceremony.</p> <p>-Summer school will start after memorial day and last 3 weeks.</p> <p>-Strategic Developments:</p> <p>FY25/26 school calendar year has been finalized by APS.</p> <p>-5 year growth plan in collaboration with Bellwether is created. This strategy and road map will help 3 main goals. 1. Expansion, 2. Academic Growth, 3. Community Development</p> <p>-Expansion Objectives</p> <p>-Coach Jackson-Athletics Highlights</p> <p>-Baruk finished 2nd at State (H.S.-Cross Country 800, 1609</p>	
--	--	---	--

			<p>meters, and 3,200 meters in track and field).</p> <p>-HS Speech and Debate heading to Nationals</p> <p>-MS Sports reintroduced</p> <p>-Elementary Sports officially launched and was a huge hit.</p> <p>-APS transportation accepting us back.</p> <p>-CHASA reinstated Lotus at official numbers.</p> <p>-We ran a staff climate survey with an impressive participation rate exceeding 81%. It is instrumental in enhancing the work environment. Ms. Marlene Buttice will be invited to present.</p> <p>Underwood: We did have a successful Career Day the 9th of May K-5. It was fantastic.</p> <p>We are submitting the NPFH activities to earn the NPFH designation.</p> <p>PD cycle: Making our data more driven to focus and push instruction as well as classroom management techniques.</p>	
4.3 LSE Climate Survey Report		Ms. Marleene Buttice	<p>Participation at 82% was stunning for a staff survey. This rate demonstrates people are engaged and expect action. Overall</p>	15 min

		<p>characteristic people felt comfortable to share anonymously.</p> <p>97/119</p> <p>The survey was structured differently this time. 9 questions each -99 total)</p> <p>General Themed (83 Total)</p> <p>Open-Ended Items (17)</p> <p>-Green section-favorability 39%</p> <p>-Lt. Blue (somewhat)</p> <p>- Dark Blue (Not Meeting)</p> <p>TOP 3 were...</p> <p>Least Favorable</p> <p>Supervisor: 49.37% “My supervisor asks my opinion before making decisions that affect me”.</p> <p>Training and Professional Dev. “Poor performance at LSE is addressed in a timely manner”. 40.51%</p> <p>Instructional Coach: “are you satisfied with the instructional coaching support you receive.” 60.38</p> <p>Staff Support:</p>	
--	--	---	--

			<p>Working Conditions:</p> <p>Working Environment/Climate:</p> <p>Diversity and Inclusion:</p> <p>Collaboration/Meetings:</p> <p>Communication:</p> <p>Outcomes:</p> <p>Mission/Vision:</p> <p>Satisfaction:</p> <p>Demographic Comparisons (Graph)</p> <p>Open-Ended Comments: Overall Workday about how long it is. Common themes that did come up. Overall, transition of administrators and transitioning in and out of teachers.</p> <p>Positive-</p> <p>Very excited, seeing changes happening, love the people they work with-teams, departments, students. Nervous as to where it might be going.</p> <p>Kavi-confused about the overlapping categories. Marlene: Those were provided by H.R.</p> <p>Angela: Confused on that as well. Thanks for bringing this to our</p>	
--	--	--	---	--

		<p>attention. Thank you</p> <p>Arslan: See a lot of Red in Elementary and Blues in MS/HS. I want to look at it overall. There have been some changes and the school is coming out of turbulence. I'm sure things will get better. We need to take a deep dive on these responses. I'm interested in the open ended responses and the things recommended to us to actually do it. I see some things working well. Some things have come down.</p> <p>Kavi: We need to understand why we are low on the Mission and Vision.</p> <p>Nalcaci: The question is addressing if we are meeting our visions and mission.</p> <p>Arslan: It won't happen tomorrow but maybe next year or the year after. I appreciate the responses from all of the participants. 21 missing responses. Lots of participation overall.</p> <p>Angela: with the mission and vision statement... compared where we were to January of last year to now with implementing robotics, music has taken a hard hit, we got sports back, we are definitely building on it. Overall I think these numbers are</p>	
--	--	--	--

		<p>great considering where we were a year ago.</p> <p>Arslan: Compared to last year's participation, there were mounting concerns, I don't know how it compares.</p> <p>Marlene: Last year 75 people (31 E, 24-M, 25-hs, 5 k12, 9 main office and operations). Self Selected Groupings.</p> <p>Arslan: Will we get a copy? Nalcaci can share a copy. Then we can start discussion to come up with a development plan so we can make this a pleasing place. (Are you proud to work at Lotus). If the institution becomes better...</p> <p>Nalcaci: Eye opening and wish he could run at the end of the 1st semester which gives us the opportunity to make some adjustments for the 2nd semester. All responses are confidential and that is good. They feel comfortable to share their voices. We can work on this and make adjustments. We need to improve our communication with staff members. One major thing/concern is communication.</p> <p>Kavi: That was a concern last year too. PR helps with outside communication but does</p>	
--	--	---	--

			<p>it help with internal communication.</p> <p>Arslan: Suggesting, bi-weekly invite staff to come sit and spend 1 hour to ask questions informally. They might feel better that they can reach out to you. In person and they want to ask you something to chat with you, it may be something to consider. So they feel like they can reach out to you.</p> <p>Angela: Informal Coffee also bi-weekly where staff members can come and there is an open-door policy with management. Staff can be rotated. It has worked well. (It is mandatory for managers, but not mandatory for frontline managers).</p> <p>Arslan: You can provide an incentive.</p>	
4.4 Belwether Final Report		M. Nalcaci	<p>Powerpoint shared</p> <p>-Belwether Consulting company - known well nationwide. I started working with them in January. Meeting together over the last 4 months weekly. Created a students committee, teachers, parents, administrators, etc. Basically they first start analyzing our strong/weak areas. They came up with a reasonable growth plan</p>	10 min

		<p>for our school system. I shared with our respective board members a few days ago and over 70 slides. Briefly going to mention some things.</p> <p>Executive Summary:</p> <p>Table of Contents:</p> <p>M/V:</p> <p>1k students</p> <p>92% F/R lunch</p> <p>65% multilingual</p> <p>45% hispanic</p> <p>We are a performance school, have extracurricular activities, AP classes 10+, 38 different languages spoken, 100% graduation rate.</p> <p>Four Core Elements: Steam, Character, Instructional Rigor, College and Career Focus.</p> <p>5 Petals</p> <p>Learners-Owners-Thinkers-Unifiers-Scholars</p> <p>Core Strengths: Student Culture, family trust, financial health, continuous improvement.</p> <p>Growth areas:</p> <p>Academic visions, teacher development, data systems, leadership</p>	
--	--	---	--

		<p>turnover.</p> <p>4 Priorities-1. Program Model, 2. Instruction rigor, 3. student growth, 4. ..</p> <p>Flagship campus: Current 1k, Fall 1320 (prek-12), Fall 2027 1400. Targeting to open 2 new campuses-one in 2027 and the next one 2028.</p> <p>Flagship Campus current Campus enrollment target over 5 years (graph).</p> <p>Including the new campuses (2398 in 5 years). New campuses will grow gradually.</p> <p>Greenlighting Framework: What is Greenlighting, Why is it important? How does it work? *Greenlighting 18 months before opening a new school. Academics, Enrollment, talents, facilities, finances, community support.</p> <p>This is hard to go over 70 slides but the PPT was shared with board members, when you have</p>	
--	--	--	--

		<p>time you can review it.</p> <p>Kavi: Do they help analyze data and synthesize the results? How do you measure it? Bellwether can follow up to check in on the progress.</p> <p>They are suggesting to revise the Mission and Vision Statements.</p> <p>We worked together with Belwether to prepare this. If you have any questions I'm happy to answer the questions related to this report.</p> <p>Arslan: Retention, enrollment is going down, we should be able to work out where to make an application, where to aim to establish the new schools. (Jefferson County is closing schools).</p> <p>Nalcaci: APS and DPS's enrollments are decreasing and they are closing down some campuses. Six weeks ago we ran a lottery and we got a lot of applications and still we are getting applications almost everyday. The demand is high for our school.</p> <p>Arslan: We have a strong</p>	
--	--	--	--

			<p>justification and background to expand.</p> <p>Nalcaci: Some of the slides mention why we want to grow. We definitely need to be careful if we go ahead and open a new campus.</p> <p>Angela: This is wonderful work. Maybe we could have a retreat on a Saturday for a couple of hours and have admin and board go through the slides side by side and talk informally and our thoughts and visions for Lotus.</p> <p>Nalcaci: Wonderful idea and thank you.</p>	
4.5 School Board Reports		Any Board Member	Great work (Alibayli)	10 min

5. Action Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1	Vote			5 min
5.2	Vote			10 min
5.3				

The meeting adjourned at 7:30pm (Ending the public session).
Arslan motioned, Kavi seconded, all voted yes.

6. Discussion/ Closed Session

Agenda Item	Action	Who	Materials/Documents for Review	Time
-------------	--------	-----	--------------------------------	------

6.1 Admin and nonteaching positions' 25-26 salary scale	Discuss		Performance based reward for teachers. Work in progress. This is outside of salary scale Motion-Arslan, Kavi 2nd 2% raise year over year for personnel with over 10 years experience (non-teaching and admin). Vote: 5 yeses. Accepted Motion-Arslan Kavi 2nd. 3% raise on top of base salary for non-teaching positions and admin. Vote: 5 yeses. Accepted Teaching positions, APS's salary scale to be adopted once released.	10 min
6.2 Review the PTO Policy			Deferred to June meeting	5 min
6.3 New Legal Counselor	Discuss		Nalcaci briefed about new legal counsel for Lotus. Stout Law - Noah Stout. Kavi-Motion to authorize ED to work with Stout Law and sign agreement for legal representation of Lotus. Arslan 2nd. All voted yes.	5 min

Closed session adjourned at 8:41pm.

Arslan motioned, Alibayli seconded, all voted yes.

7. Next Steps

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1 Scheduling next board meeting		Board President		2 mins
7.2 Requests for agenda at the next board meeting		Board President		2 mins

8. Adjourn the meeting

Meeting adjourned at 8:43pm.

Arslan motioned, Kavi 2nd, all voted yes.

