



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 08.14.2025 6:00pm

1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President	Ermek, Underwood, Nalcaci, Timur, Arslan, Angela, Bart, Rachelle, Nasir, Kara, Flores, Hall, Scobee, Robey	1 min
1.2 Pledge of Allegiance		Board President		1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Mr alibayli absent, Quorum established	1 min
1.4 Edits to Agenda		Any Member	n/a	2 mins
1.5 Adopt Agenda	Vote	Any Member	Approved	3-5 mins
1.6 Approval of Minutes (1) 06.12.2025 Board Meeting Minutes (2) 06.25.2025 Board Meeting Minutes	Vote	Any Member	https://docs.google.com/document/d/1K9j7XAUeoLN54Ah0mbRJIBKnpddG0k69/edit?usp=drive_link&oid=107678858046613347169&rtpof=true&sd=true https://docs.google.com/document/d/11jCWCZ7zNF4uwnOm64IYJ51eT7R7kAb/edit?usp=drive_link&oid=107678858046613347169&rtpof=true&sd=true Arslan motioned, Reyes second, 4 yesses	3-5 mins

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
Gale Scobee	I worked here for 11 years, SS teachers. Here as a staff and community member. All three of his children came here. One of his kids got an 85% scholarship. Here to speak about sports. We need to fund our sports department. #2-Insurance- Scobee, he wanted to keep Kaiser. He had surgery set up and had to start all over. He has to pay more for insurance that isn't as good as before. #3-Has master's school year, Colorado teacher hear, nominated for nationals, sent over 100 kids to state, highly decorated. He is frustrated with not getting a raise. In 11 years he has never had to come before the board in that time. Arslan-Zero raise this year. PhD's got raises, Master's teachers got them... the foundation is the teachers who have been here.
Stephanie Hall	12th year teacher- this was her first hall. Proud to work here. I love the community. Going into CLDE endorsement. As a 12th year teacher she is experiencing a loss. Both her parents have passed while being at Lotus. Now she won't be able to afford to go to therapy anymore with the loss of Kaiser. It would cost \$1000 a month. Arslan: What percentage raise did you get? Board approved 3% increase across the board-considering.
Jennifer Flores	7th year at Lotus, BA, MA 2 licensures, and a reading specialist credential, etc.

	<p>Talk about the salary school. Lotus applies for Rigor and Academic Excellence but falls short when it comes to recognizing the teachers for their furthered education. Discrepancy in that it doesn't honor ongoing learning. She is asking to look at the ongoing salary schedule. She got zero raise. She was informed that she was overpaid in the past and now she is waiting. We risk losing teachers to other schools/districts. Please reflect and honor the people who work here and dedicate their time to honor this community. We were asked to wait 2 months and we were then surprised. It gave limited time for people to make any changes or explore options.</p>

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	<p>FY 24-25 Budget</p> <p>Expenditures through June 30th were 97.46% of budget compared to 88.98% in the prior year. Revenues through June 30th were 105.68% of budget compared with 101.03% in the prior year. Currently we are projecting a surplus of \$1.51 million. This would bring the ending fund balance to \$4.98 million or a 43.6% increase. The increase is being driven by enrollment and the new Capital MLO funding (\$773.36/student) The funded</p>	5 min

			<p>enrollment was 1,004 students or a 6.24% increase over the budgeted 945 students. At Risk Recapture Funding was higher than expected at \$188,586 or a positive variance of \$64k.</p> <p>FY 24-25 Balance Sheet The School's current cash position at 6/30/25 was \$1,920,473 more than the same period last year. At June 30, 2025, Lotus held approximately \$5,780,733.98 in cash compared with \$3,860,261 on June 30, 2024. YOY, other current assets decreased approximately \$166K (Grant Accounts Receivable). Current liabilities increased \$274k over the prior year due to payroll liabilities, accounts payable and accrued salaries and benefits.</p> <p>FY 24-25 Financial Reporting Compliance: The compliance platform is changing to Reportwell from Anvilar. The next financial due date is : 8/25/25-July Financial Statements.</p> <p>FY 24-25 Debt Covenant Compliance:</p> <p>LSE's FY25 spend rate is projected...</p>	
4.2 School Report		Mr. Nalcaci	<p>Had a hectic summer time working continuously on the expansion project. We have been back and forth, struggling to obtain the permit from the city. However, we are still having ongoing conversations with the city engineering department, our team, and plan to start construction at the beginning of September. Scheduled an in-person meeting with the Mayor next week. The</p>	5 min

			<p>conversation started a few months ago. We are positive that we will get it. We will begin at the beginning of September.</p> <p>The HVAC system is old, so we have had numerous maintenance repairs done.</p> <p>Also completed the expansion of the restroom in the elementary. It is very nice and finished on time.</p> <p>We had a structural problem with the gym. The scaffolding company worked during the summer and barely finished last week. Still need to repair the floor of the gym and it should be operational next week. Some classrooms are having paint touch ups. Some classrooms had the floors and ceiling tiles changed.</p> <p>Today is the 3rd day of school. There was a great kickoff ceremony. We asked the mayor of the city of Aurora to sign a proclamation and he kindly accepted to present in person. We invited the chair, state board of education and councilman Medina to the program. It was a great, successful event. We met privately with the mayor, and he shared what is the problem with the permit and so we need to resolve this. We budgeted for 970 students. My experience is to add 5% on top of that. Right now we are at 1,112 students as of today. About 15% more. Our front personal and admin team worked so hard on this. We received 900 applications.</p>	
		Andre	Leadership agreements created	

		<p>Underwood</p> <p>from the climate survey. Action plan created. Focusing on the 3 C's. All teams created these agreements with each other and students.</p> <p>Underwood Shares Powerpoint presentation.</p> <p>Data Trends: Goa is to move kids from yellow to green. Intervention is working. Pushin and pushout supports. We need to focus on vocabulary and comprehension. Tier 2 students moving them up and closing the gaps.</p> <p>Angela: Due to English being their second language.</p> <p>Andre: We do believe so.</p> <p>CMAS: consistently outperform the district in Grades 3-5</p> <p>LEP: Increasing rate getting approach or meeting expectations.</p> <p>Focus on informational text.</p> <p>Strengths: Out perform 55% in green</p> <p>1st grade: Highest in green placement across the years.</p> <p>2nd grade: Doubled growth. Zero kids in the red last three years.</p> <p>3rd-4th Early on grade level group stable</p> <p>5th grade</p> <p>Outperform the district and state in Science each year. Ms. Audam has done a great job.</p> <p>He continued to share strength</p>	
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			<p>GLOWS.</p> <p>Instructional Focus Area: Scientific reasoning-talk and write.</p> <p>Math Performance Snap Shot shared as well.</p> <p>Colorado Standards picked out and to focus on those areas as well as building on their strengths.</p> <p>Focus on number sense and basic operations, application and multistep problems, fractions and geometry.</p>	
		Ernek Bakyt	<p>Powerpoint presentation shared during the AUG PD</p> <p>LSE SECONDARY ACADEMICS to go over Mission and Vision.</p> <p>Agenda: CMAS, SPF, AP Testing.</p> <p>Shared CDE Performance Levels</p> <p>ELA 6th grade- Overall Mean Score 729. District 726. State 743. 98.9% of students took the test from Lotus.</p> <p>CMAS-Math Grade 6-School 720, District 715, State 732</p> <p>CMAS-Math Grade 7- School-715 District-729 State735</p> <p>In this category we are performing below the district and the state.</p> <p>ELA Grade 8: School-731 District-723</p>	

			<p>State-741</p> <p>*Approaching expectations</p> <p>Math Grade 8:</p> <p>School 715</p> <p>District 714</p> <p>State 734</p> <p>Science Grade 11:</p> <p>School 722</p> <p>District 715</p> <p>State 729</p> <p>Science-Grade 8</p> <p>School</p> <p>District</p> <p>State</p> <p>Started PGPs-new this year. Working towards goals.</p> <p>Discussed AP Students Scores</p> <p>AP Biology, AP Physics, AP Research, AP Seminar, AP US History.</p>	
		Nalcaci	<p>Charter School Expansion Growth \$1.2M Grant</p> <p>New Facility Grant-we should receive.</p>	

			<p>Communication with the Grant office is still ongoing.</p> <p>CBS news will run a story today of the school's success. Arslan asked for the link.</p> <p>We will have a more robust intervention system. Merit Based</p> <p>Angela: Appreciates the reports</p>	
4.3 School Board Reports		Z. Arslan	<p>Science Fair Accomplishments Staff/mentor recognition</p> <p>Arslan: Wanted to recognize the past accomplishments from the previous year. Students acknowledged but also wanted to recognize those teachers. (Plaque) Maybe we could present it to those staff and teachers at the next board meeting. He would like the names and for them to know their efforts aren't forgotten. We stand supportive behind them. We make our staff happy, we can bring them back. Consistency brings success.</p> <p>Angela: If we are going to do this, I think this is fantastic. We should extend this to students who go to state and to those who go above and beyond who bring positive recognition back to the school.</p> <p>Nalcaci: We can discuss this with the team and bring it</p>	5 min

			<p>back at the next meeting.</p> <p>Arslan: would like to make this a tradition.</p> <p>Underwood: Teacher Appreciation Banquet in May to recognize years of service.</p> <p>Ermek: Shared those who were recognized last Spring. It doesn't necessarily need to be STEAM even though that is our priority.</p>	
4.4 Annual Board Training		Mr. Noah Stouts	<p>Mr. Stouts - Lotus Legal Council provided training to the LSE Board via a Powerpoint presentation focusing on</p> <p>Government Roles: Board, Leadership, daily operations, Fiduciary Duties: Care, Loyalty, Obedience.</p> <p>Setting clear expectations and resetting those.</p> <p>Colorado Sunshine Law: 24 hour public notice requirement. Agenda Posting Rules. Executive session: only for specific legal reasons. Recommend insurance for all boards that protects you from any liability. Following certain rules such as not taking votes in executive sessions but you can do polling. Executive sessions should be recorded at some level. As part of</p>	30 min.

		<p>discovery in a potential lawsuit, the executive session recording. (Employment Law-discussing firing someone for example). Need to make a vote in open session but can discuss details in closed session.</p> <p>26-27 school year is when the APS contract is up. There shouldn't be any issues with the APS board.</p> <p>Two non profits make it a habit to review open meeting files and sew districts. (violations). Very rare and typically is around safety or employment.</p> <p>Angela: We had 3 teachers tonight. Is it okay to go to an executive session to discuss this?</p> <p>Noah: if this is a pulse check, or a student is rude then most should be handled in an open session.</p> <p>If there is something that is sensitive, you could shoehorn that in anticipation of litigation.</p> <p>CORA (Colorado Open Records ACT -public access to certain records - handling requests and exemptions. They could ask for all of your curriculum, or staff pay, etc.</p>	
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			<p>Charter School Law</p> <ul style="list-style-type: none"> -key requirements under CRS 22-30.5 -Compliance with authorizer contract -Renewal criteria <p>(Example if schools have low enrollment over years and possible financial concerns, Special Education Law (ex: Vega))</p> <p>Angela: What is the timeframe if we weren't in compliance with SPED requirements. Clearly articulate a plan for a pathway to replacement if a teacher leaves for example.</p> <p>Financial Oversight</p> <ul style="list-style-type: none"> -approve budgets and monitor spending -Audit Requirements -Have clear conflict of interest policies in place. <p>(Ex: a staff member voting on the board and it is something that directly benefits/impacts them).</p> <p>HR & Employment</p> <ul style="list-style-type: none"> -licensure verification -background checks -Anti-discrimination rules <p>Ethics & Risks</p> <ul style="list-style-type: none"> -conflicts of interest -Whistleblower protections -Complaint procedures. 	
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			<p>Best Practices</p> <ul style="list-style-type: none"> -Annual policy review -Strategic Plan Alignment -Ongoing board training <p>Arslan: We may need the training in spring as well for missing board member</p> <p>Noah: Once a school year satisfies the requirement</p>	
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5. Discussion Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1 Approval of 2025-26 Staff Handbook	Vote	Board	This item will be deferred until the next meeting.	5 min
5.2 Approval of Elementary and Secondary Student Handbooks	Vote	Board	This will be pushed to the next meeting.	5 min
5.3				5 min

6. Action Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
6.1	Vote			5 min
6.2	Vote			5 min

6.3				5 min
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Motion to exit public session and move closed session.

Arslan motioned, Reyes seconded. 4 yeses

End meeting 7:40 pm

Start Closed session 7:50pm

7. Discussion/ Closed Session

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1 Some possible updates to the payscale and stipends	Discuss	M.Nalcaci	Nalcaci provided the board with a set of plans to increase bonuses and stipends for hard to fill positions, merit base pay, counselors. Budgetary details are discussed. Hamm and Nalcaci will work on an estimated cost and consult Mr Skidmore for feasibility with current budget status. The board will wait for the estimate and response from Skidmore. Vote will be made in a follow up meeting.	15 min
7.2 Benefit contribution	Discuss		Nalcaci informed the Board that a survey was given to employees to gauge the approval/consent for changing health insurance carrier (Kaiser). About 50% participation, and 65% voted in favor or indicated no objection. No loss in current benefits with the new insurance carrier (Cigna). However, Nalcaci suggested Lotus could increase employer contributions by about \$100 per month. A cost	5 min

			estimate will be made and presented to the board for approval in a follow up meeting.	
7.3	Discuss			5 min

Motion to exit closed session, move public session.

Reyes motioned, Arslan seconded. 4 yeses

End closed meeting 9:32pm

Start Public session 9:32pm

8. Next Steps

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1 Scheduling next board meeting		Board President	September 11, 2025, 6 pm	2 min
7.2 Requests for agenda at the next board meeting		Board President		5 min

9. Adjourn the meeting 9:35pm

Angela-Motion

Arslan 2nd, 4 yeses