



### 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 09.11.2025 6:00pm (Remote session ONLY)

#### 1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President	Arslan, Angela Kavi, Alibayli Skidmore, Nasir, Nalcaci Kara, Robey	1 min
1.2 Pledge of Allegiance		Board President		1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Present: Arslan, Angela Kavi, Alibayli	1 min
1.4 Edits to Agenda		Any Member	No edits	2 mins
1.5 Adopt Agenda	Vote	Any Member	Motion to adopt-Kavi 2nd Arslan Votes-4 yeses	3-5 mins
1.6 Approval of Minutes (1) 08.14.2025 Board Meeting Minutes (2) 08.17.2025 Board Meeting Minutes	Vote	Any Member	<a href="#">LSE Board Meeting Agenda - 08.14.2025 Minutes(2).docx</a> <a href="#">LSE Board Meeting Agenda - 08.17.2025 (Add-on)-Minutes.docx</a> Comments: n/a Motion-Kavi 2nd-Arslan Votes-4 yeses	3-5 mins

- 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	<p>Reporting on August financial Statements. Things are going really well. Encouraged by robust enrollment.</p> <p>Expenditures at 15.52% of budget. Revenues 17.7% of budget. Projecting a surplus. We will probably exceed the projection. (It was based on 970 students).</p> <p>The Balance Sheet looks good. Cash on hand-5M (higher than last year). Assets increased. Liabilities increased due to AP in unearned revenue.</p> <p>Financial Reporting Compliance: 9/15 next due date for the draft audit. 9/25 final audit and final data final (and data file due on Monday, 9/15)</p>	5 min

			<p>Debt Covenant Compliance: Spending 48k per day.  Required reserve cash 2.8M, 60 days of unrestricted operating cash.  -Some fund in joint acct with APS  We are in fine shape.</p> <p>We will be in compliance with EOY.</p> <p>Debt service will go up. Construction Bond-interest only and will convert to a normal loan at the end of project completion.</p> <p>Commitment for the project 1.5M of our cash but the rest is loaned or grants. (Architecture, blueprint).  Another 1.6 proposed for this year.  Some funds paid out of the general fund. We are on our way to pay those commitments with no issue.</p> <p>Next steps: Preparing the management discussion and analysis as a prologue to the audit. (Then will be sent over to the district).</p> <p>Arslan: Any questions to Mr. Skidmore? No questions to the CPA.  Arslan thanked Mr. Skidmore.</p>	
4.2 School Report		Mr. Nalcaci	<p>As of today our enrollment number is 1090 students (110 more than budget number). 4th week of school and everything has settled down. Invited Ermek from secondary and will share some reports from Elementary and Secondary. Underwood is in TX to participate in a meeting and he will come back Fri/Sat. Exciting news, 2 days ago, Denver 7 came and interviewed 2 highschoolers who initiated an innovative tutoring project (elementary and middle level volunteer tutoring). It will air this Sunday. They also interviewed Ermek on this initiative.</p> <p>I-ready diagnostic testing is done. We will start the work based on the results.</p>	5 min

		<p>(Targeted intervention for students).</p> <p>Parent College night for 12th graders.</p> <p>23rd of this month is Parent College Night for 9-10 grade students.</p> <p>Sept 18th- Parent Data meeting is coming. Will share those results. CMAS score breakdown, etc.</p> <p>Sept 19th- Professional Development Session for teachers.</p> <p>PGP for teachers-secondary admin team finalized these and collected those and created goals for the year.</p> <p>Ernek: We adopted the new teaching evaluation system based on the Danielson Framework. (Being implemented K-12)</p> <p>Elementary Report:</p> <p>GrandParent Day-participation was high. Grandparents came during lunch to have a meal/dessert with their grandkids. Received positive feedback from staff and parents.</p> <p>This Saturday-Big Community Event (BBQ) 11-2. Last year was a good success. Participation was a good success and we're expecting more this year.</p> <p>Parent assigned up to be part of PTO.</p> <p>Field Trips are going to start this Friday. Kids will visit zoo and dams.</p> <p>Clubs started for Elementary and Secondary. Elementary offering 13 different clubs. (240 students out of 480).</p> <p>Student/Parent/Fundraising events have started.</p> <p>Parent Newsletter posted in Class Dojo also.</p> <p>Secondary Club activities started as</p>	
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			<p>well. Over 10 clubs.</p> <p>Construction Permits are still delayed. Trying to get the Mayor and city manager to aid in this. Hopefully this will all be coordinated by the end of this month. (Site work will start after).</p> <p>Questions:</p> <p>Angela-Luncheon is great for grandparents. Excited to hear about all of the clubs.</p>	
4.3 School Board Reports		Any member	n/a	5 min

## 5. Discussion Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1 Approval of the 2025-26 Elementary and Secondary Student Handbooks	Discuss	Board	<a href="#">Draft - 2025-2026 Elementary Student-Parent Handbook.docx</a> <a href="#">Draft 2025-2026 Secondary Student Handbook .docx</a>	5 min
			<p>Some language clarification, reviewed by legal counsel, and ready for approval.</p> <p>Secondary: Loaner clothing given (Alternative Clothing). Elementary Handbook looks good. No questions/comments. Motion to Approve- Kavi 2nd-Arslan            Votes: All Yeses (4)</p>	
5.2 Approval of some of the updates on the LSE Staff Handbook	Discuss	Board	<a href="#">LSE Employee Handbook 2025-2026 (Draft) 7.31.25 .docx</a>	5 min
			<p>Arslan-looked at briefly. No major changes. Looks good to me.</p>	

			<p>Nalcaci-each employee generates 1 day of PTO out of 23 day workdays. (This was decreased to every 20 days).          -Before they could transfer to the following year. Now they can only transfer 10 days to an upcoming year. If they generate more than 10 days this will be paid out. This will be optional. There will be a choice to get paid out or have carry over. (10 or less days to the coming year).</p> <p>Motion: Kavi          2nd: Alibayli          Vote: All yeses</p>	
5.3 Performance/success bonus for ED and AED	Discuss	Board	<p>We are hearing all good news since the beginning of the school year that is expected to help boost enrollment as it attracts the community to LSE. All the success is coming from all of the hardworking staff. Since the last board meeting, lots of bonuses were made to staff personnel for appreciation and continued hard work. Don't want the Lotus' leadership, Mr. Nalcaci and Kara, to be left out. We appreciate their hard work and wanted to award them a performance based bonus of 5k (one time offering).          Angela: We appreciate all of your hardwork, transpired from almost losing the school to bringing it back and moving forward to all of the transformation and the vision. Thank you for your leadership and incredible teamwork.</p> <p>Arslan: School was in default compliance with the district a few years ago. All are getting</p>	5 min

			<p>back in line. It is exciting to hear student successes.</p> <p>Arslan: Make a motion to approve the one time bonus. 2nd-Alibayli Votes: 4 yeses.</p> <p>Arslan will email Hamm about the board's decision so she can take care of the rest of it.</p>	
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## 6. Action Items

<b>Agenda Item</b>	<b>Action</b>	<b>Who</b>	<b>Materials/Documents for Review</b>	<b>Time</b>
6.1 Approval of 2025-2026 Staff Handbook	Vote	Board	<a href="#">LSE Employee Handbook 2025-2026 (Draft) 7.31.25 .docx</a>	5 min
6.2 Approval of Elementary and Secondary Student Handbooks	Vote	Board	<a href="#">Draft - 2025-2026 Elementary Student-Parent Handbook.docx</a> <a href="#">Draft 2025-2026 Secondary Student Handbook .docx</a>	5 min
6.3 School-Approved Staff Recognition Programs budget	Vote	Board	<p>Something year round, we use our general fund to recognize our staff. Angela Johnson to prepare the list for our staff birthdays (we order cupcakes once a month). Sometimes our principals request a very small gift to share with those birthdays.</p> <p>National Recognition Week (Lunch)</p> <p>Snacks purchased for Staff Appreciation Week (Lunch/Breakfast/School Shirt/ etc).</p> <p>We continued to offer breakfast as an appreciation to our teachers during PD.</p>	5 min

			<p>Board approval is recommended for Staff Appreciation, etc. Last year's budget 59k, this year 65k. (Use this money for team building activities, etc).</p> <p>On going practice for the School System.</p> <p>Kavi: It makes sense to approve.</p> <p>Arslan: Use of general fund for the teachers appreciation, staff recognition, etc.</p> <p>Motion: To use the general fund for staff appreciation, recognition, etc. (65k should satisfy this purpose).</p> <p>Arslan</p> <p>2nd: Kavi</p> <p>Votes: 4 yeses</p> <p>Our SPR site visit will start after October Count. It will be very rigorous.</p>	
6.4 Performance/success bonus for ED and AED	Vote	Board	Approved	

## 7. Discussion/ Closed Session

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1	Discuss	Board		15 min
7.2	Discuss	Board		5 min

## 8. Next Steps

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1 Scheduling next board meeting		Board President	October 9, 2025 6pm	2 min



7.2 Requests for agenda at the next board meeting		Board President		5 min
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9. Adjourn the meeting

9/11/25 7:01pm

Arslan:Motion, Kavi-2nd. Votes: 4 yeses. Meeting ajourned