



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 10.09.2025 6:00pm

1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President	Arslan, Bart, Kavi, Angela, Nasir, Kara, Nalcaci, Ernek	1 min
1.2 Pledge of Allegiance		Board President	Completed	1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Arslan - present Kavi-present Angela- present	1 min
1.4 Edits to Agenda		Any Member	Motion-Kavi 2nd-Arslan All 3 yeses	2 mins
1.5 Adopt Agenda	Vote	Any Member	Motion made to accept by Arslan, 2nd-Angela; All 3 yeses.	3-5 mins
1.6 Approval of Minutes 09.11.2025 Board Meeting Minutes	Vote	Any Member	LSE Board Meeting Agenda - 09.11.2025-Minutes.docx	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
	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	Reporting on September 30th Financial Statements FY25-26 Expenditures through September 30th were 26.64% of budget compared to 20.32% in the prior year. Revenues through September 30th were 26.44% of budget compared with 23.45% in the prior year. Currently we are projecting a surplus of \$304.6k. This would bring the ending fund balance to \$5,283,240 million or a 6.1% increase. The increase is being driven primarily by enrollment. Budgeted enrollment was 970 students and the current projection is 1,060 or a 9.3% increase over budget. FY25-26 The School's current cash position at 9/30/25 was \$866,376 more than the same period last year. On September 30, 2025, Lotus held approximately \$4,953,173 in cash compared with	5 min

			\$4,066,797 on September 30, 2024. YOY, other current assets increased approximately \$152k (Prepaid Expenses & Grants Accounts Receivable). Current liabilities increased \$109K over the prior year due to accounts payable and unearned revenue. FY 25-26 Financial Reporting Compliance: The compliance platform has changed to Reportwell from Anvilar. The next financial due dates are: 10/14/25 - Draft Annual Financial Assurances (AFA) form; 10/24/25 Final AFA: 10/25/25 - September Financial Statements FY25-26 Debt Covenant Compliance: LSE's FY25 spend rate is projected at \$49,237 per day (adjusted for Capital Spend And Appropriations to Reserves). \$2,954,212 in cash is required to be on account at 6/30/26 or 60 days of unrestricted operating cash at the current rate of spend. As noted above, LSE's 9/30/25 cash balance was \$4,953,173 which includes restricted cash of \$58,148.32. The cash balance less the restricted cash is \$4,895,025, reflecting a margin of \$1,940,813 which is 39.65% of the current net available/unrestricted cash. Currently LSE is cash compliant and is projected to be at year end. 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. Currently the DSCR requirement of \$87,800 and LSE is projected to increase FUND BALANCE of \$304,648. This results in a 1.35 times coverage compared with the required 1.1 times coverage. LSE is compliant and projected to be compliant with this metric as well.	
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			NEW PK-3 Facility General Fund Project Commitment: 1.) The School General Fund commitment for the new facility is \$1,500,000. 2.) LSE spent \$338,377 in FY25; primary vendors were Adragna Architecture and Blueprint 3.) LSE's current year budget commitment \$1,161,523. Through 9/30, LSE has spent \$407,228 or 35% 4.) Financing closing costs totaling \$178,085 were also covered by the General Fund.	
4.2 School Report		Mr. Nalcaci	This is the 9th week of school. Tomorrow is the last day before fall break. Fall BBQ and Noche Latina Event were great. Regular events every week. Parent Teacher Conferences were a couple weeks ago and the participation was high. We were announced the #1 high school in Aurora and was in the National News. Intervention Model explained to Miss Eliza Hamrick. She is also on the education committee for the House of Representatives. APS Board president, Dr. Keekee attended the BBQ. 29th of October, plan to have a town hall meeting and we invited all candidates who are running for the APS school board. So far half of them have accepted. It is open to the public. This will be 6-7:30pm. Angela: For the US News and World Report, who do you celebrate that announcement with students and staff? Nalcaci: A plaque was ordered for this acknowledgment. Angela: Was a banner ordered? Nalcaci: yes We have had a delay with the	5 min

			construction by 2 months, but by meeting with the city manager and pushing the engineering department we convinced them. Pre-construction permit for Site Grating will take 2 months. It will start tomorrow. The construction timeline is too tight. At a meeting yesterday they said they would be done Aug 6th. They will ask the construction company to work weekends and there will be an additional cost. Angela: We want to make sure it is high quality and not just pushing through to get it done. Are there implications on our calendar? Nalcaci: Potentially it would impact our enrollment. We are discussing strategies to solve this problem. Could also play with our school calendar. Minimum required hours for Elementary is less than Secondary. (900 vs 1080). Angela: Can we see the breakdown of what the overtime cost breakdown would look like? Nalcaci: They will work with their subcontractors. We have to take into consideration bad weather days. If it brings some additional cost it is still worth it to us from our point of view. We can keep enrollment as it is as another consideration if we get too far behind. Angela: Also suggested all year round schools and can back fill to get it back on track. Nalcaci: Site work will take 56 days. May be able to make 20% faster progress with weekend work if this is possible.	
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4.3 School Board Reports		Any member	Board meetings are always open to the public, APS board members or anyone who wants to come are welcome. We as an LSE entity are building a brand new K-5 brick and mortar building and the school as a whole is doing. There isn't another organization building the building on the property.	5 min
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5. Discussion Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1 The New Intervention Model Presentation		Mr. Ermek, Mr. Nalcaci	We believe this is a wonderful addition to our system. Mr. Ermek with his team shaped this intervention model. Based on this I.M. I am glad to announce that we prepared a meta based model to aid with our bonus system. There are three components of this bonus system. We will use this at different levels. CMAS growth will be rewarded too. Angela, we will recognize the students after fall. INTERVENTION TRACKING SYSTEM Using Ms. Mathews file to demonstrate. (Flow Chart Referenced) I-ready data, data review, intervention kickoff, biweekly data meetings, iready diagnostic test II, Data Review, Intervention resumes, Biweekly meetings, iready diagnostic test, data review-celebrate :) Explanation reflected on the flow chart. I-ready platform assesses reading and math. It establishes the baseline and there are progress	15 min

		monitoring check points along the way. A goal is set for the student and a stretch goal is also set. It may be challenging for them but if they reach it will help close the gap. A sample of the student's data was shared. This is an 8th grade student performing at a 5th grade level. We also look at domains. This is showing this student is needing help. Once we identify it we need to do something about it and then we place them into groups with precision. Topic One: numbers and operations for example, we provide extra guiding steps and interventions and if they follow it we will be able to check for understanding. ITS Spreadsheet displayed for students in a class. It is a great tracking tool. Different groups have different needs and this is how it is personalized for them. KPI: Key performance indicators. Make Lotus Grow! We want to help the flower grow but filling the tank with water-there is symbolic meaning too. Additional Support: After School tutoring. 213/320 are below grade level in middle school. Started offering Saturday School. If we invite 100 about 70 accept and show up. (Saturday School is for those in group 1). Angela: What about the other 50%? Nalcaci: Either the parents declined or they will get the intervention during school hours	
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		or after school tutoring. ELA and MATH interventionists were hired. We identified the lowest scoring students on the CMAS. Bell to Bell they are doing interventions. 245 minutes per week for ELA. We dropped their electives and placed them into the intervention class. 500 minutes added per week for math. Arslan: How does this show up on their transcripts? Ernek: Transcripts start in 9th grade. Nalcaci: According to CMAS there are 5 performance levels. Ernek: We call the tutoring TUBS (Lotus Intervention Model service minutes Form displayed). ***** Effort-Based Incentive Structure Purpose: To recognize hard work of the INT Team (\$20/student) iReady Stretch Goal Based (\$30/student) CMAS Achievement Based (\$50) *This is per semester. (If they reach half of the goal this will be rewarded). *if the topic is reached 85% or above *This is for 6th-8th grade Nalcaci: The numbers were discussed. To reach a stretch goal is really hard but that is why we considered awarding the teacher. Nalcaci: Every student who passes the CMAS test in different areas -(total tests more than 1700 including: SS, Sci, Math, Reading), which means meets or beats, then the teacher will be	
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			rewarded at the 3rd level. (2 Conditions-student needs to pass and the teacher returns). Nasir: What is the motivation for students? Nalcaci: One of the major problems, why we feel we haven't been successful with this, is that there isn't any consequence for passing the test. We will create some strategies to consider the testing seriously. (Incentives like Six Flags). Nasir: Suggested a pizza party or competition between groups. Nalcaci: We get the results in the summer. Based on our calculation, if we reach 75% of this goal, our school will be one of the most successful schools in Colorado. Maximum impact of this Model, we calculated 100% success, the cost of this would be less than 300k. Maybe we can revisit this intervention system. We are also developing incentives for elementary staff as well. If this is successful, we can also look at increasing the numbers.	
5.2 Performance Base Bonus Payment Presentation		Board	Looking for approval from the board for a total approval of 300k. Arslan: Middle School is the backbone to High School. I think this is a good idea. Angela: Freshman year to Sophomore year is where we see drop out. This is amazing. Nalcaci: We plan to present this at the Charter School Conference. Angela: This is the diamond in the rough. Great job. Nalcaci: Also presented this	5 min

			to Harvard (3rd Masters). Harvard Innovation Lab accepted this project when Ermek applied. It is being presented to associates. Nalcaci: It is a lot of work and stress for teachers. Angela: The learning design is created with the teachers. Ermek: One of the challenges we are facing is 1/3 of the MS is new this year. They weren't here before and we didn't have any idea on their academic background. There is a lot of work on our teachers and counselors. It is a challenge. What we know is if we do nothing, we get nothing. Arslan: This is great because we can see the outcomes. Arslan: Makes a motion to provide up to 300k to support this initiative. Angela: second. Yeses-Arslan, Angela, Kavi. Nalcaci: Thank you so much for your support. Angela: This is the best work I've ever seen.	
5.3				5 min

6. Action Items

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Agenda Item	Action	Who	Materials/Documents for Review	Time
6.1 Performance Base Bonus Payment Amounts Approval	Vote	Mr. Nalcac		5 min
6.2 Amendments to the	Vote	Mr. Nalcaci	1. Former staff	5 min

LSE Staff Handbook			re-entry and access. 2. Compensation Plan for exempt employees 3. Visitor Policy Arslan: makes a motion Kavi: 2nd 3 yeses	
6.3				5 min

7. Discussion/ Closed Session

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

8. Next Steps

Agenda Item	Action	Who	Materials/Documents for Review	Time
7.1 Scheduling next board meeting		Board President	November 13, 2025 6p either online or onsite depending on the heaviness of the agenda or weather conditions	2 min
7.2 Requests for agenda at the next board meeting		Board President		5 min

9. Adjourn the meeting

7:20pm

Arslan: Motion to adjourn the meeting.

Angela: 2nd

All 3 yeses