



### 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 11.13.2025 6:00pm

#### 1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President	Present: Mehmet Nalcaci, Zikri Arslan, Angela Velez-Reyes, Alptekin Kavi, Elcin Alibayli, Timur Mangliyev, John Kara, Nasir Burhonov	1 min
1.2 Pledge of Allegiance		Board President		1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Present: Zikri Arslan, Angela Velez-Reyes, Alptekin Kavi, Elcin Alibayli, Timur Mangliyev	1 min
1.4 Edits to Agenda		Any Member	none	2 mins
1.5 Adopt Agenda	Vote	Any Member	Motion-Arslan 2nd-Kavi Yes-5 no-0	3-5 mins
1.6 Approval of Minutes 10.09.2025 Board Meeting Minutes	Vote	Any Member	<a href="#">LSE Board Meeting Agenda - 10.09.2025 Minutes.docx</a> Motion-Arslan 2nd-Angela Yes-5	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 intended to be a two-way conversation, and board members will generally not respond to comments or questions. However, follow-up will take place as deemed appropriate. No charges or complaints will be made against individuals. 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
Deon Jackson	<p>Saw everyone at the Ribbon Cutting Ceremony and wanted to bring everyone up to speed. The boys' soccer team had an amazing run. #18 in 2a. Volleyball had quadruple wins compared to last year. One student made it to the state for track. Winter Sports-We have wrestling again. 10 kids signed up!! MS/HS Cheer team beginning. The numbers in athletics are so high and probably higher than what we have seen in years past. In the HS, we had 20 girls sign up for basketball. Athletic Department: Dicks Sporting Goods donated 30k. Chipotle fundraiser and the Sneakers fundraiser brought in a couple of grand. Sports do matter at Lotus and the numbers show that.</p> <p>Angela: That is very exciting!</p> <p>Complemented the signups!</p>
Joselyn Arriaga	<p>Kindergarten Para Educator on the Elementary Side- written by the kinder team. Bonus includes teachers: Sped, Interventionists, core teachers, ELD, etc, are part of this, but not paras. Joselyn listed their responsibilities, including educating students, and their work is instructional in nature. Asking for fair and equitable recognition. Para's invited the board and executive leadership to observe the work they do daily. The hope is that para educators are considered in the bonus structure based on their efforts.</p>

Jennifer Flores	<p>Kinder Teacher-Merit based pay structure</p> <p>So many factors that shape a student's growth. It discourages teamwork and promotes competition. Younger age classrooms are at a disadvantage versus intermediate grades. Jennifer shared research around this structure. We must invest in training, collaboration, and fair compensation. Jennifer advocated for the paras as well.</p>
Emily Bruton	<p>Letter submitted for review by Mr. Nalcaci</p> <p>Emily is a Behavior Interventionist.</p> <p>Expressing concern about the bonus structure presented last week. It overlooks contributions from other support staff.</p> <p>Without Targeted Behavioral Intervention these students wouldn't be successful and it could have a negative impact on other students. Excluding some staff devalues the collaboration of the team. Thanks to the team for exploring the structure.</p>
Tasia Keithline	<p>Comments made during a meeting were discouraging to the P.E. team. We put in a lot of effort in their day. Tasia does create her own lesson plans based on the I-ready suggestions. She is helpful to her team.</p>
<a href="#">Sandra Duran</a>	<p>Rachelle will read her doc. Proposing more support staff to support the needs of students who need academic, behavioral, or emotional support.</p>
Response:	<p>Nalcaci: Starting idea, based on an intervention model, a lot of our scores are really low, and we need to get them up and provide incentives to those in the model initiative. The only way to meet and beat stretch goals is by people spending time outside of work to meet those.</p> <p>Nalcaci: The system isn't perfect, and we will work on it. One of our main targets is to improve CMAS scores and get students</p>

	<p>into their grade level or above.</p> <p>Kara: Received some written responses and will take that feedback into consideration to improve the structure.</p> <p>Arslan: It is a pilot program and can't be implemented schoolwide. We want to bring measurable successes. We took the comments from you all, and if it is possible within the financial realm, we will come up with a plan. Those putting in efforts outside of the day, we could come up with something in the next board meeting or after.</p> <p>Angela: She wanted to reach out to the paras to thank we appreciate your efforts. There was no intention to exclude anyone. This was a very specific, intended performance-based bonus in regards to raising academics, which is measurable. Is there some competition? Yes, but hopefully it is positive. Maybe in the future-performance based bonuses will be in place. Angela posed a question of what is the solution. What do you propose?</p> <p>Kavi: It is academically based, and only a few teachers may achieve the bonus at the end. It will be based on the student achievement. I think a Comprehensive Performance Bonus Structure/System could be worked up with and HR could be involved in this as well.</p> <p>Arslan: One is merit-based, and one is performance-based.</p> <p>EA: no questions</p> <p>Wrap up this section: 7:11p</p>
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### 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>October Financials:  37% of Budget  35% of Revenues  Projecting a \$73k surplus  Made a significant capital commitment for this year, above \$5M. Part of a contribution for the new facility in alignment with the bond requirements.  Will land at 1,060 kids which is a bit over projected budget.</p> <p>Average Salary Increase 16% over the past 2 years.</p> <p>Balance Sheet: Cash Position  \$400k higher than last year. Held 4M.  Current Assets: decreased by \$22k.  Liabilities decreased by \$9k.  The grant from Dicks: It resides in deferred revenue.</p> <p>October financials are due on 11/25</p> <p>Governors Budget \$13k (slight increase); more in line with inflation  DCC: spending \$30k per day  Cash requirement: North of \$3M  Margin \$1.6M</p> <p>We need to increase the fund balance by \$80k</p> <p>DSCR: is below the coverage ratio</p>	5 min

			<p>Facility and Debt Structure-equity commitment is \$1.2M (60% covered so far).</p> <p>Recent Communication with the district. APS gave part of the money from the Bond Issue passed last Nov. (\$950M) \$1.8M was released to Lotus for technology (restricted funding). \$180K direct technology expenses in bond proceeds will be recognized. It will remain on the balance sheet as deferred revenue.</p> <p>Arslan: Any Questions</p> <p>Skidmore: No concerns with meeting goals according to updated numbers.</p> <p>Nalcaci: How many days cash in hand.</p> <p>Skidmore: 92 days (may not be adjusted for capital and will double check).</p>	
4.2 School Report		Mr. Nalcaci	<p>At the last The New Model was approved, and it is being implemented. We are working hard on this intervention to improve and close the academic achievement gap. All of our staff members contribute to student success.</p> <p>October 29th, Groundbreaking Ceremony for the New Expansion. It was a great moment for Lotus, and it was a great turnout. Mayor Coffman and Representative Carter were present. The architect and engineers, Dr. Arslan and Kavi were present as well as our leadership team. Everything went smoothly and it set the right tone for the work ahead. The project started 2 months behind schedule and this is being discussed with the project team to adhere to the</p>	5 min

		<p>schedule and presented another plan to offer 3-4 weeks of savings. They will work 6 days a week. They are positive if we don't have a series of weather issues, they can deliver possibly earlier than scheduled. The target date would be the middle of September 2026. Want to try to expedite the work to possibly the beginning of Aug.</p> <p>On October 29th, Lotus hosted the Candidate Forum for APS board members and City Council Members. 40 plus participants in the room. It was a very respectful conversation. It was a good example of Lotus hosting a Civic Gathering Place.</p> <p>Lotus renewal year next year. This year we had an intensive OSPR visit. It is more detailed than previous years. Nov 6th/11th (APS team came to school on two dates. One day was secondary and one day was elementary). Seven members plus Amelia Meunier observed in classrooms, had meetings, etc. They shared some minor concerns but we are confident we can work on these. They indicated a positive atmosphere in the building. We will present an action plan.</p> <p>Coach Jackson mentioned our offerings are growing and they're making a difference in engagement and school spirit. Mr. Nalcaci mentioned some of the different sports in MS and HS.</p> <p>Community Thanksgiving focusing on Connection and Gratitude. It is a community event and he invited</p>	
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			<p>the Board of Directors. (Nov 23rd)</p> <p>Arslan: It was a pleasure to come to the Ground Breaking Ceremony. Delighted to hear the building will be completed sooner than later. He extended gratitude towards the hard work of the team and getting this done. Good news, about the APS visit and that they recognize the positive changes in the school.</p> <p>Angela: Ground Breaking Ceremony is so exciting! Looking forward to seeing the beautiful building. APS coming in seems like a more strict visit but APS is seeing a stronger academic program and growth.</p> <p>Kavi: It is a long term process and hopefully we see the results in the coming years.</p> <p>Arslan: We appreciate your hard work and vision.</p> <p>Nalcaci: We will come together in August to do the ribbon cutting together.</p>	
4.3 School Board Reports		Any member		5 min

## 5. Discussion Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1 Holiday Season Bonus to all staff	Discuss	Nalcaci/Arslan	Lotus Tradition: Certain amount of contribution or bonus to all staff members. Last year the board decided to make it a fixed number (versus percentage). Last year the board approved \$2k after tax. We have 100	15 min

			<p>students more than budgeted. This is very good and has a positive impact on the budget. Bart mentioned something important in a conversation a day before. (certain % of the bond released to Lotus. We received \$1.8M restricted amount towards technology). We can use the money from last Nov 2024 to present and subtract that from that amount of money. (\$1.8M). He asked Ms. Angela to list the amount of money paid since last November for technology \$160k+. Based on this, I want to propose 3 different numbers and you can decide or change. He is proposing after tax. He proposes \$800, \$1200, \$1500.</p> <p>Arslan: Tough question but an easy question at the same time. Angela agrees with the \$1500. Kavi, as long as it doesn't stretch the school budget.</p> <p>Nalcaci: I want to thank everyone for your contribution to the school system.</p> <p>Bonus would be paid this month in November.</p>	
5.2				5 min
5.3				5 min

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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 Holiday Season Bonus to all staff	Vote		Kavi: Motion Arslan: 2nd Yes: 5	5 min
6.2	Vote			5 min
6.3				5 min

## 7. Discussion/ Closed Session

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

## 8. Next Steps

<b>Agenda Item</b>	<b>Action</b>	<b>Who</b>	<b>Materials/Documents for Review</b>	<b>Time</b>
7.1 Scheduling next board meeting		Board President	December 11, 2025	2 min
7.2 Requests for agenda at the next board meeting		Board President	Arslan: Motion Kavi: 2nd Yeses: 5	5 min

## 9. Adjourn the meeting 7:26pm