



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 04.15.2026 6:00pm

1. Preliminary

Agenda Item	Action	Who	Materials/Documents for Review	Time
1.1 Welcome and Call Meeting to Order		Board President		1 min
1.2 Pledge of Allegiance		Board President	Completed	1 min
1.3 Roll Call (Establish Quorum)		Board Secretary	Present: Arslan, Kavi Mangliyev, Alibyali (joined at 6:30pm). Absent: Reyes	1 min
1.4 Edits to Agenda		Any Member	One addition. Action item 6.2	2 mins
1.5 Adopt Agenda	Vote	Any Member	3 yeases	3-5 mins
1.6 Approval of Minutes 03.12.2026 Board Meeting Minutes	Vote	Any Member	LSE Board Meeting Agenda - 03.12.2026 minutes.docx Motion: Arslan, Kavi Seconded. Vote: 3 yeases	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
Rachelle Matossian	Animal Assisted Therapy

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	FY 25-26 Budget: FY 25-26 Balance Sheet Analysis: FY 25-26 Financial	5 min
4.2 School Report		M. Nalcaci	April 7th presented in front of APS leadership directors. It was a 2 ½ hour meeting. 60 minute presentation. Hour Q and A. Tomorrow there is another presentation from the committee. APS will approve or reject on the 12th of May. CMAS testing for Elementary and Secondary. Completed by the end of next week. Extracurricular Community Events	5 min

		<p>April 23rd Spring Carnival</p> <p>May 14th Taste of Lotus</p> <p>For 5 weeks ran a lottery for enrollment and we are in good shape for that as well. Next year will start with 1400 students.</p> <p>Senior Class 100% college acceptance received.</p> <p>52 Seniors (51 already met their graduation requirements; and 1 senior will complete a project and will meet that as well).</p> <p>Acceptance to Brown, waitlist for Harvard.</p> <p>Last week, Lotus students participated in a state-wide science fair. 6 of 13 got honorable mentions.</p> <p>May 7th Lotus Annual Student Achievement Celebration Event. The mayor of Aurora will be here as well. He will share in this celebration.</p> <p>The City Council announced a proclamation to celebrate an award as well.</p> <p>Saturday School Participation is at 65 students. They were also tutoring middle schoolers.</p> <p>Arslan: Congratulations on all of the accomplishments. He likes the presentation. Congrats on the science fair.</p> <p>Nalcaci: They have been working hard for many weeks. They even worked on some Sundays.</p> <p>Mangliyev: Where do we publish these accomplishments?</p>	
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			Nalcaci: We haven't published yet but we are still collecting the information.	
4.3 School Board Reports		Any member		5 min

5. Discussion Items

Agenda Item	Action	Who	Materials/Documents for Review	Time
5.1 Some Employee Handbook updates	Discuss	M. Nalcaci K.Hamm	<p>Updated some of the language and proposed to update our PTO policy. (Dress Code-acceptable attire).</p> <p>If you request 3 days back to back, you need preapproval. If they are sick for 3 days or more, they need to bring a doctor's notes.</p> <p>Unused PTO will roll over to the next year up to 10 days. (Can keep more days).</p> <p>185 for employees before Paraeducators will have the same as teachers. (Now 186). (1 PTO for every 20 days worked).</p> <p>Bereavement: Up to 5 days in state or out of state. Bereavement. Longer days for out of state (5 days) versus if instate (3 days).</p> <p>Hamm: Put a policy Purpose and Scope Establish a merit based policy. For full time and part time.</p> <p>PEO Statement:</p> <p>Recruitment Process: Phase one: HR won't post a job without a form signed by the executive director. (A hiring manager can't come to HR to hire someone without being signed by the ED). Second Phase: Post internally first for 5 days, before external recruitment begins. This will be</p>	10 min

			<p>advertised on the company website. Phase Three: ... Panels - 3 employees, director of curriculum development or AED. Score Cards to evaluate candidates in alignment with core competencies. Background checks and 2 reference checks must be completed. Final approval and offer. ED has the final authority. All offers come from HR. For all other roles board approval may be needed. Recruitment records and notes will be retained for a period of 3 years. Confidentiality- Labor Laws and organizational needs.-</p> <p>Adds/Comments/etc: Kavi: Asked a question about the structure of the score cards. Arslan: With the Panel- 3 employees relevant to the position. Hamm: The hiring manager can choose who wants to be on the interview committee. (She can provide a protocol sheet.) Nalcaci: Made a suggestion to the language of the requirements of the panel. Arslan: If the ED declines the panel's recommendation a justification must be provided. *Grievance process in regards to this addressed. Hamm: What we run into is things go to the board first versus coming to HR first. Arslan: Sent it back to the principal in one situation. Grievance form online goes to HR but it can be delegated to the principal. But if against the principal then HR and ED look at this together. If against ED then there is a path to go to the board.</p> <p>Volunteer Policy Paper will be shared with the board to review as well.</p>	
5.2 New Building Purchases Update	Discuss	Angela Johnson	We made verifications for this. Ten (10) purchase orders	5 min 7:07p

			submitted-door security package, door sensors, intercoms, laptops, etc. Totalling 1.8M. After the grant reimbursements (that covers 437k, 478k will be pulled from technology bonds. 265k would be a cost to Lotus as of today. This is a small portion of what needs to be purchased.	
5.3				5 min

6. Action Items

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Agenda Item	Action	Who	Materials/Documents for Review	Time
6.1 Approving the Employee Handbook Updates	Vote		Motion to approve-Arslan Kavi-2nd Mangliyev-yes Albali-yes	5 min
6.2 Bonus	Vote		Additional Bonus for Ermek Bakyt who has been working hard since the beginning of the year to bring in the new intervention model. We are excited to see the impact of this in our CMAS scores and end of year testing results. We already briefly discussed to consider an additional bonus (\$3,500) Arslan Motion to approve. Kavi-2nd. Vote- 4 yeses	5 min
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
8.1 Scheduling next board meeting		Board President	May 14th 6pm (Taste of Lotus 5-7pm)	2 min
8.2 Requests for agenda at the next board meeting		Board President	Arslan-motion 2nd-Elchin yeyes-4	5 min

9. Adjourn the meeting (7:15pm)