LEBANON R-3 SCHOOLS

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School Board Meeting Highlights

Highlights from the School Board Meeting held on Tuesday, December 10, 2024.
You can view all Board meeting agendas and minutes here.

RECOGNITIONS AND CELEBRATIONS

Difference Maker Spotlight
This month, we're excited to shine the spotlight on Coach Lindsy Bailey from Lebanon High School. Coach Bailey is a vibrant, positive role model who makes a lasting impact on both students and athletes. As the weights coach, she brings energy and passion to every session, always focusing on the little details that help her students excel—not just in the weight room, but also in the classroom. Her unwavering positivity inspires those around her to strive for their best and approach each day with the same enthusiasm and determination that she does. Time and time again, we heard how Coach Bailey's encouragement pushes others to be better, both in their athletic endeavors and in their career field. We are incredibly fortunate to have Coach Bailey as part of the Lebanon Schools family!

You can watch the spotlight video HERE!

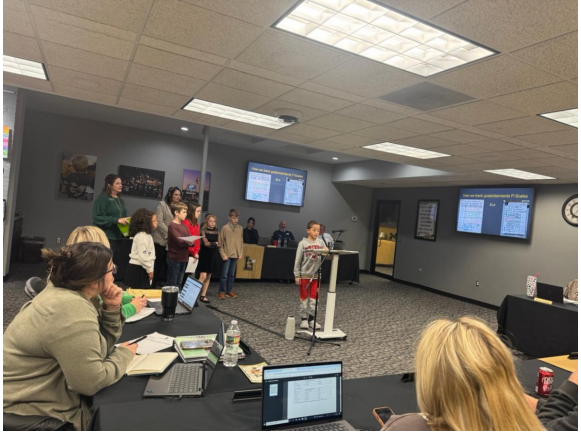


Lebanon Education Association (LEA) Update
The 2024-25 LEA Presentation highlighted the dedication of their team, the achievements of our students, and the innovative programs that make Boswell a thriving educational environment. Led by educators Ms. Jennifer Ellis, Life Skills Special Education teacher, and Ms. Hannah Howlett, Special Education teacher, Boswell students showcased how their school is committed to fostering a supportive atmosphere where every student can succeed.

Boswell celebrated the efforts of several outstanding students. Kaylee Shoemaker participated in the SWARM experience, Haven Wade and Arik Rains benefited from the enriching activities of Jacket Time, Jaylen Burley focused on setting and achieving personal goals, Drake Ruble showcased evidence of learning in ELA, and Caroline Howe shared her perspective on what #WeAreBoswell means to her. These stories reflected the diverse ways our students engage and grow within our community.

A key component of Boswell's academic support is Jacket Time, a daily intervention program designed to strengthen skills in math and reading. Also known as Response to Intervention (RTI), this initiative involves a collaborative team of teachers, paraprofessionals, Title One educators, special education staff, and our media specialist. Most importantly, every student at Boswell participates in Jacket Time, ensuring equitable opportunities for academic growth.

To track progress effectively, Boswell used Proficiency Scales to set benchmarks and measure achievements, particularly in math. This personalized approach ensures that students' goals are tailored to their individual needs and learning trajectories, helping them reach their full potential. At Boswell, these initiatives embody the commitment to creating a supportive and success-driven environment for all.





CONSENT AGENDA

Items on the consent agenda included:

- Minutes of Special Board Meeting: November 7, 2024
- Minutes of Regular Board of Directors Meeting: November 12, 2024
- Monthly Financial Report
- Embedded Coaching Curriculum Update
- Declaration of Surplus Property

PERSONNEL REPORT

The Board voted unanimously to approve the personnel report.

ACTION

Annual Audit Report/ASBR
Mr. Wayland Mueller from KPM CPAs presented the results of the District's annual financial audit and the Annual Secretary of the Board Report (ASBR) from FY 2023-24 for Board approval. The audit result was an unmodified opinion with no findings, which is the best possible result.

The motion to approve the FY 2023-24 Audit Report and the FY 2023-24 Annual Secretary of the Board Report (ASBR) was passed unanimously.

LHS Early Demolition Package - Branco GMP Amendment #1
Branco provided a Gross Maximum Price (GMP) for the demolition work at the high school. The GMP for this phase is $465,359. Demolition of the Crestview wing will begin during Christmas Break. All demolition work in this phase, including the two remaining houses on Brice Street, will be completed by March 2025. The demolition of the Crestview wing while school is not in session will permit a more timely start of construction work in the summer of 2025, which is critical to the construction timeline.

The Motion to approve the high school early demolition package from Branco with a gross maximum price (GMP) of $465,359 was approved in a 7-0 vote.

Sapp Architects Contract Amendments
Mr. Dameron presented amendments to the contract with Sapp Architects. General funds and

Bond funds allocated to the high school and innovative programming projects will be used for these services. The original agreement with Sapp was approved by the Board on February 13, 2024.

The following amendments to the original Sapp contract are recommended:

Amendment 1 - Services related to the creation of an Activities Master Plan - Hourly plus expenses, not to exceed $25,000

Amendment 2 - Architectural services for the improvements planned at the Robert W. Plaster Center for Student Success - 7.5% of actual construction costs (currently estimated at $2,000,000) = approximately $150,000

Amendment 3 - Electrical Master Plan at the High School campus - lump sum fee of $18,000

Amendment 4 - Services related to taking ownership of a portion of Brice Street from the city of Lebanon - lump sum fee of $14,400

Amendment 5 - Services related to the consolidation of multiple parcels around the high school - lump sum fee of $17,400

The motion to approve contract amendments 3, 4, and 5 for Sapp Architects as presented was approved 7-0 by the Board. The Board will seek to approve amendments 1 and 2 in the January Board of Education meeting.

Property, Liability, & Workers' Comp Renewal

The annual cost of the District's property, liability, and work comp insurance coverage will increase by $227,258 for a total of $1,108,141. The significant increase in claims due to storms in the Spring of 2024 was the primary reason for the increase. The current year's budget projected an increase of $28,334, so a budget amendment of $198,924 will be required to cover the renewal.

The District's work comp mod decreased from 0.85 in 2024 to 0.79 for 2025.
The motion to approve the Property, Liability, & Workers' Comp Renewal from MUSIC in the amount of $1,108,141 as presented was approved in a unanimous vote.

Early Senior Graduation List

Dr. Schrage presented the list of seniors who are graduating this semester. A total of 119 students are graduating early this year, with 109 completing one semester early, seven graduating a full year early, and three graduating more than a year ahead of schedule. Of these early graduates, 79% are from Lebanon High School, while 21% are from Hillcrest Educational Center.

The Board approved the motion for the Early Senior Graduation List as presented in a 7-0 vote.

INFORMATIVE/REPORT ITEMS

2025 Bond Sale Presentation

Joe Kinder with Piper Sandler presented information regarding the sale of the District's remaining bond authorization. The District's remaining bond authorization is $11,295,000. The remaining authorization is planned to be sold in March 2025.

High School Construction Update

Adam Dameron and Kristi Beattie from Sapp presented an update on the construction at Lebanon High School.

Sapp will provide the drawings to the city of Lebanon for their review on December 18th. Sapp, Branco, and District administration will review the 99% completed drawings of the high school on December 19th, and a fly through of the building will be presented at the Board meeting on January 14, 2025. The drawings will be put out for bid after the January meeting, with a bid opening planned in February, and construction beginning in March.

Fall Activities Report

Activities Director, Will Christian, provided a report on 2024 fall activities, including program records, awards, participation rates, attendance, and GPA data. Coach Christian's report showed that students participating in extra-curricular activities at LHS have better attendance rates and an overall higher average GPA.

Course Scheduling Book HS/LTCC

Mrs. Tracy Evans presented new course proposals for the 2025-2026 school year. Courses were evaluated by a team using a rubric on the following criteria:

1. Aligned to our District's Mission, Vision, and Strategic Plan Goals
2. Course Rationale
3. Course Description/Quality
4. Included cost/benefit analysis

Six new courses have been proposed at the High School.

1. Everyday Chemistry (0.5 science credit)
2. History of American Cinema (Social Studies Elective)
3. Introduction to Spanish (Foreign Language Elective)
4. Latin American Culture Foreign Language Elective)
5. Learn to Drive (elective)
6. Music in Our World (Performing Arts Elective)

Of the six courses proposed, Lebanon High School will bring four to the BOE for approval in January.

CSIP 1.1.2 - Facilitate on-going curricular systems

Mrs. Tracy Evans and Mrs. Kim Hinkley presented the scorecard for CSIP strategy 1.1.2: facilitating ongoing curricular systems that engage all stakeholders. The following comprehensive and collaborative actions were implemented to ensure alignment, transparency, and stakeholder participation across the LR3 district.

1. Structured Collaboration
2. Streamlined Vertical Alignment
3. Transparent Communication
4. Empowered Professional Learning Communities (PLCs)
5. Comprehensive Curriculum Management

By fostering collaboration, maintaining transparency, and systematically aligning resources, the district ensures that all stakeholders are actively engaged in shaping students' educational experiences. These initiatives strengthen curricular systems and promote shared ownership and continuous improvement across the LR3 community.

Curriculum Update

Mrs. Evans, Director of Curriculum, Instruction, and Assessment, provided an update on curriculum and instruction. Building principals met with Mrs. Evans to review the results from the recommendations for the Social Studies pilot. Feedback was provided about the quality of each

resource based on the Curriculum Council's evaluation using the Social Studies Textbook Review Rubric. A highlight of this process was the team's empowerment and engagement at high levels in the curriculum process.

Finance and Operations Update
Mr. Dameron presented an update on the District's finances and operations through November 2024. Operating Fund revenue decreased $2,414,630 over FY 2023-24. This included a $111,446 increase in Proposition C (Sales Tax) revenue, a $114,013 increase in Basic Formula revenue, and a $2,248,717 decrease in Federal revenue. The reduction in federal revenue was primarily due to the one-time ESSER III funds that were received in the last fiscal year (August 2023).

Operating Fund expenditures have decreased by $4,038,308 over FY 2023-24. This included budgeted increases of $191,406 for curriculum adoption, $139,959 for Launch, and $717,346 for payroll increases. The total decrease was mainly due to last year's construction expenditures for the Early Childhood Center and the Boswell FEMA project. The Early Childhood Center project accounted for $3,905,059 of the decrease, and the Boswell FEMA project accounts for $1,315,098 of the decrease from last year.

Operating Fund balance through October is 11.85% compared to 13.07% last year. The reduction in fund balance was planned and was the result of spending down reserve funds previously held for the Early Childhood Center and Boswell construction projects.

SUPERINTENDENT'S REPORT

Board Member Candidate Filing: April 8, 2025 Election
The Laclede County Clerk's office published guidelines and dates for the 2024 election cycle. The Board of Education will have two 3-year seats involved in the election as the terms of Scott McCowan and Amy Waterman will expire in April 2025. Candidate filing for those seats began on December 10, 2024 and will continue through December 31, 2024 at 5:00. District offices will be closed for Christmas Break December 23, 2024 through January 3, 2025; however, the Central office will be open from 3:00 p.m. to 5:00 p.m. on December 31, 2024 to accept filings. Public notice has been made per state statute. Candidates wishing to file must do so with the Board Secretary, Robin Gower.

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