LEBANON R-3 SCHOOLS

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School Board Meeting Highlights

Highlights from the School Board Meeting held on Tuesday, January 14, 2025.
You can view all Board meeting agendas and minutes here.

RECOGNITIONS AND CELEBRATIONS

Difference Maker Spotlight

Lebanon Schools is proud to honor Becky Simpson, Director of Early Childhood Services, as an LR3 Difference Maker. With 29 years of dedicated service to our District, Becky continues to make an incredible impact. She ensures that everyone who walks through the doors of the Early Childhood Center feels valued, loved, and seen. Not only is she a wonderful friend and colleague, but she also leads with unwavering positivity and optimism for the future. We are truly grateful to have Becky Simpson as part of the LR3 School District!

You can watch the spotlight video HERE!



Innovative Learning for Students in Academies
Students and teachers from Lebanon High School highlighted the innovative learning experiences within the Business Academy at LHS. They provided an overview of the academy's unique programs and teaching methods that foster knowledge, skills, and dispositions needed to be ready for the future. They shared personal stories and insights into how the Business Academy has influenced their academic achievements, enhanced their social and interpersonal skills, and provided them with opportunities to develop a clear plan for their future.





CONSENT AGENDA

The Board voted 7-0 to approve the Consent Agenda, which included the following items:

- Minutes of Regular Board of Directors Meeting: December 10, 2024.
- Monthly Financial Report
- Umbrella Liability Insurance Renewal
- MOU with Missouri S&T for curriculum use during Jacket SWARM

- Declaration of Surplus Property

PERSONNEL REPORT

The Board voted unanimously to approve the personnel report.

ACTION

General Obligation Bond Sale Resolution
Joe Kinder from Piper Sandler presented details of the planned sale of General Obligation bonds in the amount of $11,295,000. The final numbers must comply with the parameters set forth in Section 202 of the Bond Resolution in order for the bonds to be deemed authorized. The sale amount will be the remaining $11,295,000 of the total $41 million bond authorization approved by taxpayers on April 2, 2024.

Motion to approve the issuance of bonds in the amount of $11,295,000 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. Amendments 3, 4, and 5 were approved on December 10, 2024.

The following amendments to the original Sapp contract were recommended:

- Amendment 1 - Services related to the creation of an Activities Master Plan - Hourly, not to exceed $25,000, plus expenses.
- Amendment 2 - Architectural services for the improvements planned at the Robert W. Plaster Center for Student Success - 7.5% of Board-approved construction costs

The motion to approve contract amendments 1 and 2 for Sapp Architects as presented were approved in a 6-1 vote by the Board.

Personnel Proposals for Data Specialist and Summer Experience Coordinator
As preparations for Summer Experience get underway, Dr. Brownfield and Dr. Schrage presented a personnel proposal to the Board of Education to establish a Summer Experience Coordinator role. This position will oversee the coordination and logistics of summer programming while also offering mentorship opportunities and ensuring seamless coverage during Dr. Schrage's maternity leave.

Dr. Brownfield and Dr. Schrage also presented a proposal to create a position to support District data reporting and analysis needs. The Core Data Coordinator and previous Instructional Technology Coaching roles have been thoroughly evaluated by Mrs. Embry, Dr. Cotta, Dr. Schrage, and Dr. Brownfield. Based on feedback, a proposal to merge these two roles was presented for the Board's consideration at the January 14, 2025 Regular Board meeting. This role, called Data Specialist, will focus on supporting leaders and teachers with data management for continuous improvement, while also meeting compliance for core data submissions to DESE.

The motion to approve the Data Specialist position as presented was approved in a unanimous vote.

The motion to approve the Summer Experience Coordinator position was approved in a 6-1 vote.

Salary Schedule Adjustments - Minimum Wage Increase
In November 2024, Missouri voters approved Proposition A, amending Chapter 290 of the Revised

Statutes of Missouri to provide changes to the state's minimum wage. Consequently, Missouri's minimum wage increased from $12.30 to $13.75 on January 1, 2025. Public schools are exempt from the minimum wage increase, but to remain competitive with local industries, a recommendation was made at the January Board meeting to make a mid-year adjustment effective January 1st to schedules that currently start below $13.75. There is another planned increase on January 1, 2026 that will make minimum wage $15.00. That increase will be considered during the development of the FY 2025-26 Budget.

Mr. Dameron presented a proposal to adjust the Custodial/Maintenance and Food Services salary schedules effective January 1, 2025.

The motion to approve a mid-year adjustment effective January 1, 2025 to the Custodial/Maintenance, Food Service, and Secretarial salary schedules as presented was unanimously approved.

INFORMATIVE/REPORT ITEMS

Proposition 4 Facility Update - Lebanon High School
Kristi Beattie from Sapp Design Architects presented an update on the design of Lebanon High School. She also showcased a video highlighting the design plans for Lebanon High School, allowing the Board to envision the innovative learning spaces and exciting updates set to transform the school in the near future. The design development is completed and the project will be released for bidding in January 2025.

Proposition 4 Innovative Programming Update - Robert W. Plaster Center for Student Success
Stephen Telscher from Sapp Design Architects presented an update on the design of the Robert W. Plaster Center for Student Success.

Dr. Wilkerson, Dr. O'Quinn, Mr. Dameron, and SAPP Design Architects shared about real-world learning opportunities and the development of innovative learning environments across the district. As previously discussed in August and November, the overarching vision is to create specialized spaces for unique programs designed to help students explore, discover, and pursue their passions and interests. A new medical academy is slated to open next fall and will join the business academy in its second year. A proposal was presented to the Board for students in the academies and culinary arts program to attend classes at the Center. SAPP illustrated the vision of these spaces, providing stakeholders with a tangible representation of the educational spaces.

Mr. Dameron also provided a review of the total funding available for all related projects at the Robert W. Plaster Center for Student Success. The presentation provided information on the phased approach for implementing these innovative learning environments across the district.

The proposed phases include:

- Phase 1 (completed in 2023)
    - Early Childhood Center and Jordan Valley Women's & Children's Clinic
- Phase 2 (2025-26)
    - Medical Academy, offering students hands-on experience in a setting equipped to mirror real-world healthcare environments
- Phase 3 (2025-26)
    - Culinary Arts T&I (Trade and Industry) program, providing a fully-equipped culinary lab for experiential learning in food preparation and hospitality management; and commercial kitchen spaces to serve the resident student population
- Phase 4 (2025-26)
    - Business Academy, featuring dynamic spaces to support business education, entrepreneurship, and leadership development.
- Phase 5 (TBD)
    - Future Infill, which will reserve space for future expansions as student needs and industry demands evolve

The timely utilization of grant funds is central to achieving these goals, with significant contributions from recent state legislature allocations. These funds will help the district move forward with the vision of

providing high-quality, career-focused education in purpose-built environments.

2025-2026 School Calendar
Dr. Brownfield presented the 2025-2026 school calendar **draft** on behalf of the District Calendar Committee. Each year, the District Calendar Committee is charged with developing a school calendar for the upcoming school year. The Calendar Committee, made up of representatives from each building, department, and PDC, begins the process by reviewing state statutes and parameters all districts must follow. The Committee collects feedback from all stakeholders (staff, parents, community and students) and uses the information to create draft calendar options for consideration. Draft calendars are sent back out to all stakeholders for final feedback. The draft calendar was presented to the Board of Education for a first reading and consideration. A final draft will be presented for School Board consideration at the February 11, 2025 Regular Board Meeting.

LIFT Device Lease Contract
The Lebanon R-III School District Director of Technology, Mrs. Embry presented on the LIFT device initiative for the 2025-26 school year. The LIFT Program ensures teachers and students have access to devices to maximize their learning in a "blended learning" environment. The LIFT Program has been fully implemented and will provide new devices for Lebanon High School students at the beginning of the 2025-26 school year.

Bids will be requested in mid-January for 1,522 touch-screen, two-in-one, Chromebooks with additional RAM to support high school student needs. The Board will receive a recommendation for purchase at the February 11, 2025 Regular Board Meeting.

CSIP 3.1.1 - Fiscal Management Plan
Stephanie Embry and Tiffany Millsap presented an update on the District's strategic plan, specifically related to **CSIP 3.1.1** focused on implementing a fiscal management plan for all departments that maintains priorities of Proposition Lebanon Schools.

Finance and Operations Update & Budget Development Plan
Operating Fund revenue has decreased $885,841 over FY 2023-24. This includes a $28,493 increase in Proposition C (Sales Tax) revenue, a $137,003 increase in Basic Formula revenue, and a $2,265,254 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 decreased by $3,691,114 over FY 2023-24. This included budgeted increases of $191,406 for curriculum adoption, $139,959 for Launch, and $1,122,068 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 $3,750,074 of the decrease, and the Boswell FEMA project accounted for $1,315,098 of the decrease from last year.

PROGRAM EVALUATION

Food Services
Mr. Bob Albright presented the annual food services program evaluation **report**. The overall goal of the food services program is to improve operational efficiency of the department through increased meal participation, monitoring of costs, and managing equipment needs.

SUPERINTENDENT'S REPORT

Set time for Certificated Staff Review with BOE (January 29, 2025 Study Session)

The Board reviews Certificated Staff each year during the month of January as a prelude to renewal of contracts for the next school year. The Board set the time for this review, which will use the January 29, 2025 Study Session time frame from 11:30 am-4:30 pm.

Legislative Session

Dr. Schmitz discussed the importance for members of the Board to stay actively engaged during this legislative session as there are significant bills impacting education that could affect our schools, staff, and students. This year, 1,400 bills have been filed, with around 400 directly related to education. It's important to keep a close eye on these developments and advocate for the needs of our school district.

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