



LAWSON R-XIV School District

307 W. Moss

P.O. Box 157

Lawson, MO 64062

District Office (816) 580-7277 Fax (816) 296-7723

December BOE Meeting

The Board of Education held its monthly meeting on Wednesday, December 17, 2025. Below is a summary of key business items, updates, and discussions. For the complete agenda and supporting documents, visit the [Paperless Board Meeting](#) link.

December Board Spotlight

Items For Discussion:

2024-2025 Fiscal Audit: The Board approved the Fiscal Year 2025 audit by Clevenger and Associates. The audit showed that the School District is in a solid financial position and that all expenditures and revenues are correctly accounted for.

2026 Summer Pay Rates: The Board approved the 2026 summer pay rates for summer school staff and student workers. Updated rates can be viewed on the district website.

2026-2027 Salary Schedules: The Board approved 2026-2027 Salary Schedules as part of the district's continued work to advance our Strategic Plan priority of recruiting, retaining, and supporting staff through competitive compensation, benefits, and professional development. The 2026-2027 adjustments mark another significant step forward in the district's competitiveness while allowing it to communicate clearly with staff and provide transparency into the direction Lawson R-XIV is taking to strengthen recruitment and retention through thoughtful, long-term salary and benefits planning. 2026-2027 increases included a 5.68% increase to certified base salary, a 6.25% increase to certified base master's pay, and 5% increase to base classified pay.

Items For Information

Review of Climate and Culture Survey Data—Fall 2025: Dr. Stephenson led the Board through a review of results from the district-wide Fall 2025 Climate and Culture Survey. This survey provides valuable insights into the experiences and perceptions of students, staff, and families, helping the district better understand the dynamics within our school community. The collected data will guide ongoing efforts to identify areas for improvement, strengthen support systems, and foster a positive and inclusive learning environment for all students. Complete results of the Fall 2025 survey will be shared with the public in January 2026.

2025 Annual Performance Report (APR) – Dr. Stephenson provided the Board with a review of the District's State Report Card and Annual Performance Data. The district earned an Annual Performance Report (APR) score of 88.5% in 2025, the highest it has received since Missouri adopted the MSIP 6 standards in the 2021–22 school year. This score represents a 5.1% increase from 2024, reflecting consistent year-over-year progress. In addition, the district's student academic data shows 7.8% growth compared to 2024, highlighting significant gains across grade levels and subject areas.

Long-Range Financial Planning: A preliminary four-year budget projection (2025-2029) was shared with the Board. This critical planning process will continue into the Spring as the district evaluates future needs and strategies to ensure fiscal responsibility and success.

Vocational Facilities: Planning (Ag Education): Dr. Stephenson provided an update on the ongoing planning for the future learning lab space. District leadership has met with staff and Incite Design to develop preliminary design concepts for the shop and learning lab areas. Incite Design is finalizing space configurations and estimated square-footage costs to provide a clearer picture of the project's total cost. Based on this work, the Board intends to take action in January to approve ballot language for the April 7, 2026, election so the project can move forward with voter approval in a timely manner.

Superintendent Update: Dr. Stephenson updated the Board on various topics relevant to the district's success, which can be viewed using the provided paperless board meeting link.

Closed Session Announcements:

The Board is pleased to announce the following hires:

- Marissa Schmidt — Summer School Director for Summer 2026
- Ashley Monroe — HS/MS Evening Custodial Position

Additional Announcements:

Next Regular BOE Meeting is Wednesday, January 21, 2026