

Lawrence County Board of Education

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Retreat Agenda (4th Session)

**June 26, 2025
4:00 PM - 5:00 PM.**

TOPICS FOR CONSIDERATION AND DISCUSSION

(Not all will be discussed due to time constraints)

- **FUND BALANCE DRAWDOWN**: Rough Draft of possible projects. LCSS will analyze and review additional projects for consideration. Funds set aside for capital projects over the course of three (3) years. **Funding Source: Fund Balance.**
 1. **LCBS CTE** - Roof
 2. **LCBS Multipurpose Building** - from fund balance with possible funds from County Commission.
 3. **LCBS Storage Building** - 4 Bay-CTE.
 4. **West Highland Gym** - Demolition. Cost/Benefit supports demolition.
 5. **1984 Constructed Buildings (EES, LPS, SLS)** - doors and front entrance renovation, especially LPS.
 6. **ISES** - Gym floor removal and replacement with concrete surface as base and flooring similar to SHS Multipurpose Building.
 7. **SHS** - gym entrance stairway.
 8. **LPS** - Parking Lot northeast campus paving.
 9. **LPS and NPS** - roofing replacement.
 10. **EOC** - 7th grade classrooms ceiling tile replacement, lighting, dropped ceilings.
 11. **JCBC** - mini split units in place of window units, window treatment replacement-adjusted to reflect additions.
 12. **DCES and ISES** - parking lot paving.
 13. **LCSS Parking lots** - resealing -all locations as they are due.

- **TEACHER BONUS AND OTHER EMPLOYEE BONUSES**

(Options for the Board to consider if wished to pursue something or nothing.)

1. Pass Through - no bonuses to others. Safest path financially due to uncertainty. **THIS APPEARS TO BE THINKING OF MOST DISTRICTS I HAVE SPOKEN TO.**
2. **Bonus Option 1** - \$2,000 Administrative staff, \$500 Support Personnel. **\$285-315K**
3. **BONUS OPTION 2** - ***\$2,000 ALL EMPLOYEES EXCLUDED FROM THE LAW-COST ESTIMATED AT \$960K.***
4. **Bonus Option 3** - \$1,000 administrative staff, \$500 support personnel. **\$289-310K.**
5. **Bonus Option 4** - \$1,250 administrative staff, \$750 support personnel. **\$310-\$425K.**