Regular School Board Meeting of the LJSD Board of Trustees
Wednesday, August 19, 2026 6:00 PM
Timberlake High School Library
5973 ID-54,
Spirit Lake, ID 83869

This meeting, in its entirety, can be viewed at
www.youtube.com/lakelandjtschooldistrict2725

A. Call Meeting to Order at 6:00 p.m.

The meeting was officially called to order at 6:06 p.m by Chair Thompson.

In Attendance:

Chair Thompson, Trustee Bain, Trustee Grissom, and Trustee Quimby. Trustee Brodhead joined the meeting at 6:14 pm.

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

C. Approval of Agenda

Motion: Trustee Bain moved to approve the agenda at hand.
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

D. Enter Into Executive Session per IC 74-206 (1)(b)

Motion: Trustee Bain moved to enter into executive session pursuant to IC 74-206 (1) (b).
Second: Trustee Quimby seconded the motion.
Roll Call: Trustee Bain: Yes
Chair Thompson: Yes
Trustee Grissom: Yes
Trustee Quimby: Yes

E. Entered into Executive Session for Personnel A &B at 6:08 p.m.

F. Executive Session Personnel A & B

F.1 Entered: 6:08 p.m.
In Attendance: Trustees Thompson, Grissom, Quimby and Bain with Clerk of the Board Sara Broderius.
F.2 Exit: 6:15 p.m.

G. Post Executive Session Action

G. 1 Personnel A -

Motion: Trustee Bain moved to authorize the Trustee Chair to sign the separation agreement of Personnel A.
Second: Trustee Quimby seconded the motion.
Roll Call: Trustee Bain: Yes
Chair Thompson: Yes
Trustee Grissom: Yes
Trustee Quimby: Yes

H. Announcements

Chair Thompson reminded attendees of board meeting expectations.

I. Public Input

There was no public input at the Regular August meeting.

J. Reports

The following reports were reviewed by the Trustees with discussion regarding details within the reports.

Interim Superintendent Report
Financial Report
Facilities Report
HR Report
Technology
Nutrition Services Report
Transportation Report
Federal Programs Report

K. Consent Agenda (Action)

Motion: Trustee Quimby moved to approve the consent agenda.
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L. Action Items

L.1. Fall Athletic Schedule - LHS Cross Country -
Motion: Trustee
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L.2. Timberlake High School - Volleyball Tournament - Discussion on the trip being paid for by fundraising efforts.
Motion: Trustee Bain moved to approve the Timberlake High School Volleyball Tournament travel as presented.
Second: Trustee Quimby seconded the motion.
Outcome: Motion carried unanimously.

L.3. THS Club Request - North Idaho Equestrian Team -
Motion: Trustee Bain moved to approve the Timberlake High School North Idaho Equestrian Team, contingent on approval from Principal Eberlin.

Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L.4. Supplemental Materials -

Motion: Trustee Bain moved to approve the Supplemental Materials as presented.
Second: Trustee Quimby seconded the motion.
Outcome: Motion carried unanimously.

L.5. THS Track Repair - CFO Grantham reported the District was unable to find other companies willing to bid on the THS Track Repair project and as such, recommends moving forward with the repair work through the Track Doctor.

Motion: Trustee Bain moved to approve the project with funding from the Board Approved Projects.
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L.6. Curriculum Director Job Description -

Motion: Trustee Grissom moved to approve the Curriculum Director Job Description as presented.
Second: Trustee Brodhead seconded the motion.
Outcome: Motion carried unanimously.

L.7. Updated Organizational Chart - Superintendent Massey discussed the changes to the Organizational Chart with the addition of the Curriculum Director position.

Motion: Trustee Bain moved to approve the Updated Organizational Chart with the addition of 'The Patrons of Lakeland Joint School District" at the top of the organizational chart.
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L.8. Kootenai County School Resource Officer Memorandum of Understanding - The Trustees reviewed the proposed memorandum of understanding and discussed the process for next year's budgeting process.

Motion: Trustee Bain moved to approve the Kootenai County School Resource Officer Memorandum of Understanding as presented.
Second: Trustee Quimby seconded the motion.
Outcome: Motion carried unanimously.

L.9. Rathdrum Police Department School Resource Officer Memorandum of Understanding -

Motion: Trustee Bain moved to approve the Rathdrum Police Department School Resource Officer Memorandum of Understanding as presented.
Second: Trustee Grissom seconded the motion.
Outcome: Motion carried unanimously.

L.10. Local School District Mutual Aid Memorandum of Understanding- The Trustees reviewed the Local School District Mutual Aid Memorandum of Understanding discussed at the end of the 2025-26 school year. Superintendent Massey reported the proposed MOU has been reviewed and is supported by both legal counsel and the District's insurance provider.

Motion: Trustee Bain moved to approve as presented.
Second: Trustee Quimby seconded the motion.
Outcome: Motion carried unanimously.

L.11. Special Education Manual - The Trustees reviewed the State Department of Education's newest iteration of the Special Education Manual.

Motion: Trustee Bain moved to approve the Special Education Manual as presented.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

L.12. Custodian of Records Handbook - The Trustees reviewed the proposed Custodian of Records Handbook. Trustee Grissom noted the date on Policy 8600 on the Destruction of Records. The date of August 8, 2016 is not the latest version of the policy as it was reviewed in August of 2025. The Clerk will audit the policy history and bring back the Custodian of Records Handbook once the correct policy version has been added.

Motion: Trustee Bain moved to table the Custodian of Records Handbook.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

L.13. Policy - The Trustees reviewed the proposed policies from the Policy Committee.

L.13.a 8180 Transportation -

Motion: Trustee Thompson moved to approve Policy 8180 with the addition of the revision dates.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

L.13.b 5375 Teacher Union Activities - The proposed new policy, 5375 regarding Teacher Union Activities reflects the language agreed on during the Interest Based Bargaining process.

Motion: Trustee Bain moved to approve the policy as presented.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

L.13.c 5406 Sick Leave Bank - The Superintendent identified portions of the draft policy which still need to be reviewed.

Motion: Trustee Thompson moved to table the proposed policy until both 5406 and 5406P are brought together at the regular September meeting.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

L.13.d 4120 Uniform Grievance - Discussion was held to confirm and review the input from legal on the draft policy.

Motion: Trustee Thompson moved to approve as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Trustees Thompson, Bain, Quimby and Brodhead voted to approve. Trustee Grissom voted against. Motion carried.

L.14. Bus Routes - The Trustees reviewed and discussed the proposed bus routes for the 2026-27 school year.

Motion: Trustee Bain moved to approve the 2026-27 Bus Routes as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

L.15. Facilities Surplus Items -

Motion: Trustee Bain moved to approve the Facilities Surplus Items as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

L.16. Armed District Safety Specialist Surplus Items - Armed District Safety Specialist Hatcher is a licensed firearms dealer and was able to assist the District in determining the value of the firearm in question.

Motion: Trustee Quimby moved to approve the ADSS Surplus Items as presented.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

M. Discussion Items

M.1. OWL Meeting Recording System - The Clerk of the Board followed up on a previous discussion to update the meeting recording system. The Trustees were in agreement to proceed with purchasing the recording system for the benefit of making the meetings more accessible to the public.

M.2. 2026-27 Negotiated Agreement & Certified Salary Schedule - The Trustees reviewed the draft of the negotiated agreement from the Interest Based Bargaining meetings which took place at the end of the 2025-26 school year.

M.3. Superintendent Evaluation Tool & Timeline- Superintendent Massey discussed the process, tools and timeline for the Superintendent Evaluation. Mr. Massey will take the input from the Trustees and present the final package at a later date.

M.4. Committee Membership Update- Mr. Massey discussed the results of the District's recent efforts in soliciting community members who are interested in participating in both the Long Range Planning Committee and the Strategic Planning Committee. The Trustees asked for the District to continue collecting interested participants and discussed the District's plans for keeping the Trustees updated of the committee's progress.

M.5. Political Campaigning on School Grounds - Trustee Bain discussed the issue of political campaigning on school grounds and read Post Falls School District's current policy on the topic. The trustees discussed the policy and asked the Clerk of the Board to bring the topic to the Policy Committee to look into drafting a similar policy.

N. Dates to Remember

The trustees reviewed the following dates:

August 24th - Policy Committee (at District Office)
August 26th - Strategic Planning Committee
August 31st - Policy Committee (at District Office)
September 2nd - Possible Special Board Meeting
September 7th - Labor Day

September 8th - First Day of School
September 9th - Long Range Planning Committee
September 14th - Policy Committee
September 16th - Regular Board Meeting
September 21st - Policy Committee
September 23rd - CIP Workshop

The Clerk of the Board added the Welcome Back Breakfast taking place on August 31st. While there are currently no topics which would need to be addressed at the September 2nd special board meeting, the District will continue to evaluate and will make a decision closer to the meeting date.

O. Board Member Input for Future Agenda Items

There were no future agenda topics from any of the Trustees during the Regular August Board Meeting.

P. Enter Into Executive Session per IC 74-206 (1)(b) and (d)

Motion: Trustee Bain moved to enter into executive session pursuant to IC 74-206 (1) (b) and (d)
Second: Trustee Grissom seconded the motion.
Roll Call: Trustee Brodhead: Yes
Trustee Bain: Yes
Chair Thompson: Yes
Trustee Grissom: Yes
Trustee Quimby: Yes

Recessed prior to Executive Session at 8:31 p.m.

Q. Executive Session Technology Handbook

Q.1 Entered: 8:41 p.m.
In Attendance: All Trustees, Interim Superintendent Jake Massey, CFO Jessica Grantham, Technology Director Chad Parson and Clerk of the Board Sara Broderius.
Q.2 Exit: 8:57 p.m.

R. Executive Session Personnel C & D

R.1. Entered: 8:57 p.m.
In Attendance: All Trustees, Interim Superintendent Jake Massey and Clerk of the Board Sara Broderius.
R.2. Exit: 8:59 p.m.

S. Executive Session Personnel E

S.1. Entered: 8:59 p.m.
In Attendance: All Trustees, Interim Superintendent Jake Massey, and Clerk of the Board Sara Broderius.
S.2. Exit 9:25 p.m.

T. Executive Session Personnel F

T.1. Entered: 9:25 p.m.

In Attendance: All Trustees, Interim Superintendent Jake Massey, and Clerk of the Board Sara Broderius.

T.2. Exit 9:44 p.m.

U. Executive Session Personnel G

U.1. Entered: 9:44 p.m.

In Attendance: All Trustees, Interim Superintendent Jake Massey, and Clerk of the Board Sara Broderius

U.2. Exit 9:50 p.m.

V. Executive Session Clerk of the Board Check In

V.1. Entered: 9:50 p.m.

In Attendance: All Trustees, Interim Superintendent Jake Massey, and Clerk of the Board Sara Broderius

U.2. Exit 10:52 p.m.

V. Post Executive Session Action

V.1. Technology Handbook -

Motion: Trustee Brodhead moved to approve the Technology Handbook as presented.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

V.2. Personnel E -

Motion: Trustee Grissom moved to approve the Superintendent's alternative recommendation for the position of Curriculum Director, personnel E.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

V.3. Personnel C & D -.

Motion: Trustee Bain moved to release personnel C & D from their contracts for the 2026-27 school year..

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

V.4. Personnel F -

Motion: Trustee Quimby moved to approve the Superintendent's recommendation for the position of Facilities Director, personnel F.

Second: Trustee Grissom seconded the motion.

Outcome: Motion carried unanimously.

There being no further business, the meeting adjourned at 10:54 p.m.

Accepts: Respectfully Submitted:

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Michelle Thompson, Board Chair

Sara Broderius, Clerk of the Board