



**Regular School Board Meeting of the
LJSD Board of Trustees**

Wednesday, September 16, 2026 6:00 PM
LJSD District Office
15506 N Washington St.
Rathdrum ID 83858

**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 6:00 p.m by Chair Thompson.

In Attendance:

Chair Thompson, Trustee Bain, Trustee Brodhead, and Trustee Quimby.

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

C. Approval of Amended Agenda

Motion: Trustee Bain moved to approve the amended agenda at hand.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

D. Announcements

Chair Thompson reminded attendees of board meeting expectations.

E. Public Input

Lakeland Middle School Principal, Laura Spurway discussed the recent construction at the school and how appreciative the school is of Ginno Construction's efforts, final result and its impact on staff and students.

F. Reports

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

Superintendent Report

Curriculum Report

Financial Report

HR Report

Facilities Report

Technology Report

Nutrition Services Report

Transportation Report

G. Consent Agenda (Action)

Motion: Chair Thompson moved to table the HR Memo and HR Applications until after the Executive Session.

Second: Trustee Bain seconded the motion.

Outcome: Motion carried unanimously.

Motion: Trustee Bain moved to approve the consent agenda with revisions to the August 19th Regular Meeting Minutes and sans the HR Memo and Applications.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H. Action Items

H.1. THS Overnight Travel Cross Country - A brief discussion was held about the District's procedures regarding the student to chaperone ratio on overnight events.

Motion: Trustee Bain moved to approve the THS Overnight Travel for the Cross Country Team.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.2. Proposed Finals Week Schedule for THS & LHS - It was confirmed the attached schedule is proposed for both Timberlake High School and Lakeland High School.

Motion: Trustee Thompson moved to approve the proposed schedule.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.3. Supplemental Materials - Trustee Bain asked if the District currently owns the materials. The answer was no, this would be a new expense affecting the school's budget.

Motion: Trustee Bain moved to approve the Supplemental Materials as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.4. Alternative Authorization - Sidney Black (Gindroz) - A brief discussion was held on the internal control methods in place to ensure the alternative authorizations are successful. Director Cunningham outlined the process and timeline. Trustee Quimby inquired into the District's apprenticeship programs.

Motion: Trustee Quimby moved to approve the alternative authorization for Sidney Black (Gindroz).

Second: Trustee Bain seconded the motion.

Outcome: Motion carried unanimously.

H.5. Policy No. 1300 and 1300P District Policy and Procedure - Clerk Broderius presented the goal of the changes to Policy No. 1300 and the creation of 1300P is to ensure this process is protected during changes in staffing, consolidate

policies pertaining to the creation and implementation of policy and to ensure the committee is able to do its work while minimizing the overall number of meetings.

Motion: Trustee Bain moved to approve 1300 and 1300P as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.6. Policy No. 5406 and 5406P Sick Leave Bank and Procedure - Trustee Bain wanted to ensure the LEA was comfortable with the changes made to 5406 and the creation of 5406P. LEA President Bradbury confirmed the LEA is.

Motion: Chair Thompson moved to approve 5406 and 5406P as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.7. Policy Audit - Clerk Broderius presented the Trustees with the results of the Policy Audit efforts in the month of September. While policies 1000 and 1100 only required administrative updates, policies 1010 and 8605 had not been brought back to the Trustees after the Policy Committee made the requested changes in 2025.

Motion: Trustee Bain moved to approve the policy audit with the final drafts of policies 1010 and 8605.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.8. Custodian of Records Handbook - Trustees gave positive comments on the work put into the handbook.

Motion: Trustee Bain moved to approve the Custodian of Records Handbook as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.9. 2026-27 Negotiated Agreement - No discussion held.

Motion: Trustee Bain moved to approve the 2026-27 Negotiated Agreement as presented with the provision that in the future, both the marked up version and a cleaned up version of the Negotiated Agreement are provided on the agenda.

Second: Chair Thompson seconded the motion.

Outcome: Motion carried unanimously.

H.10. Sick Leave Bank Council Appointments - A brief discussion was held regarding presentation methods for future information. Trustee Bain requested that each year, one employee for each employment category stays on with the council to allow for continuity in the process.

Motion: Trustee Bain moved to approve the Sick Leave Bank Council Appointments as presented.

Second: Chair Thompson seconded the motion.

Outcome: Motion carried unanimously.

H.11. Syringa Memorandum of Understanding - The changes from the Syringa 2025-26 MOU to the Syringa 2026-27 MOU were discussed. Trustees asked that the prior year MOUs be provided when providing a returning MOU.

Motion: Trustee Bain moved to approve the Syringa MOU as presented.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

H.12. Emergency Levy - The Superintendent provided information to support the district qualifications for an emergency levy in the amount of \$1,354,362.00. The Superintendent acknowledged the district is neutral on the pursuit of an emergency levy.

Motion: Trustee Bain moved to deny the running of an emergency school levy.

Second: Trustee Quimby seconded the motion.

Outcome: Motion carried unanimously.

I. Discussion Items

I.1. Updated LJSD Logo - Superintendent Massey presented donated work from a local graphic design company. The goal is to provide an updated look and signal a fresh start. Implementation will be at no cost to the District. The Trustees would like to ensure the public has a voice in which logo to move forward with.

I.2. IBB Process for 2027-28 Negotiations - Clerk Broderius discussed the need to have a plan for the 2027-28 IBB Negotiation process. After some discussion, and with input from LEA President Jason Bradbury, the Trustees asked that the process begin in March with the goal of completing the process in June.

I.3. Salary Schedules - The District would like to hold a Salary Schedule Workshop in advance of the 2027-28 IBB Negotiation process. The purpose will be to resolve employees who do not have the opportunity to increase their annual salary, due to placement on the salary scale. It will be held in January of 2027.

I.4. Funding and Levy Discussion - Superintendent Massey discussed the District's plans for proposing a Supplemental Levy for the May elections. The committees will be working and providing reports to the Trustees. The District is to plan well, in an open public forum, work with the community, and not act in haste for the May election. The Trustees were appreciative of the plan and communication.

I.5. Possible Legislative Resolution on Levy Timeframes - Coeur D'Alene School District is supporting a legislative resolution by ISBA, that would extend the number of years a supplemental levy is active from two years to four years. Trustee Quimby asked if this resolution would be a part of the enrollment funding conversation. Superintendent Massey indicated that this would be a separate conversation but there is activity on the enrollment funding topic from the Superintendent of Public Instruction's office. The Trustees indicated they are in favor of the District's participation in the resolution discussion despite not being members of ISBA.

J. Dates to Remember

The trustees reviewed the following dates:

September 21th - Policy Committee (was originally listed on the agenda as 9/28 in error)

October 5th - Policy Committee

October 7th - Special Board Meeting

October 14th - Long Range Facilities Planning Committee

October 19th - Policy Committee
October 21st - Regular Board Meeting

Clerk Broderius asked the Trustees to reschedule the CIP Workshop that would have been taking place on September 23. The Trustees were in agreement to hold the CIP Workshop on November 4, 2026.

K. Board Member Input for Future Agenda Items

There were no future agenda topics identified.

L. 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).

Second: Trustee Quimby seconded the motion.

Roll Call: Trustee Brodhead: Yes

Trustee Bain: Yes

Chair Thompson: Yes

Trustee Quimby: Yes

Recessed prior to Executive Session at 7:36 p.m.

M. Executive Session Personnel A - Release from Contract

M.1 Entered: 7:43 p.m.

In Attendance: Trustees Bain, Brodhead, Thompson and Quimby, Superintendent Massey, and Clerk Broderius.

M.2 Exit: 7:45 p.m.

N. Executive Session Personnel B - Follow Up

N.1. Entered: 7:45 p.m.

In Attendance: Trustees Bain, Brodhead, Thompson and Quimby, Superintendent Massey and Clerk Broderius.

N.2. Exit: 8:12 p.m.

O. Executive Session Personnel C - Follow Up

O.1. Entered: 8:12 p.m.

In Attendance: Trustees Bain, Brodhead, Thompson and Quimby, Superintendent Massey, and Clerk Broderius.

O.2. Exit 8:18 p.m.

P. Executive Session HR Memo and Applications

P.1. Entered: 8:18 p.m.

In Attendance: Trustees Bain, Brodhead, Thompson and Quimby, Superintendent Massey, and Clerk Broderius.

P.2. Exit 8:29 p.m.

Q. Post Executive Session Action

Q.1. HR Memo and Applications

Motion: Trustee Bain moved to approve the HR Memo and Applications

as presented.

Second: Trustee Quimby seconded the motion

Outcome: Motion carried unanimously.

Q.2. Personnel A

Motion: Trustee Bain moved to release Personnel A from their 2026-27 contract.

Second: Trustee Thompson seconded the motion.

Outcome: Motion carried unanimously.

There being no further business, the meeting adjourned at 8:30 p.m.

Accepts:

Respectfully Submitted:

Michelle Thompson, Board Chair

Sara Broderius, Clerk of the Board