



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

Wednesday, May 12, 2026 6:00 PM
Administrative Offices,
15506 N. Washington Street,
Rathdrum, ID 83858

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

The meeting was officially called to order at 6:02 p.m by Chair Thompson.

In Attendance:

Board of Trustees: Chair Thompson, Trustee Bain, Trustee Quimby and Trustee Brodhead.

Lakeland Education Association: President Jason Bradbury, Randy Boyd, Bill Rider, Connie Wilkerson and Colleen Bevacqua.

District Admin: Interim Superintendent Jake Massey, CFO Jessica Grantham, HR Director Brook Cunningham and Federal Programs Director Kelsey Badger.

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

C. IBB Negotiations with the LEA

- Review of what Interest Based Bargaining (IBB) is intended to be.
- Review of process norms, standards and expectations.
- Begin working through a draft of the Negotiated Agreement.
 - Preamble - Unanimous approval of addition to negotiated agreement.
 - Recognition - Unanimous approval of changes.
 - Definitions - Unanimous approval of addition to negotiated agreement with understanding that changes may need to take place further in the process.
 - Compensation Plan - HR Director Cunningham recommended skipping the compensation to continue with the language of the negotiated agreement.
 - Extracurricular Salary - After some discussion, it was agreed to come back to the topic after both sides have the opportunity to do further research.
 - Leave of Absence - Unanimous approval of changes.
 - Military Leave - No changes.
 - Association Leave - LEA President Bradbury asked to come back to this topic later in the negotiation process as the legislative changes for this topic are still being ironed out.
 - Professional Leave - No changes.
 - Bereavement Leave - No changes.
 - Family Leave - No changes.
 - Personal Leave - No Changes.
 - Next Meeting - Thursday, May 21, 2026 at 6:00 pm.

There being no further business, the Special Board Meeting adjourned at 9:14 p.m.

Attests:

Respectfully Submitted:

Michelle Thompson, Board Chair

Sara Broderius, Clerk of the Board