



**IBB Work Session of the
LJSD Board of Trustees**

Monday, April 20th, 2026 6:00 PM

15506 N. Washington Street,

Rathdrum, ID 83858

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

Chair Thompson called the meeting to order at 7:05 p.m.

In Attendance:

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

B. Welcome Visitors/Pledge of Allegiance

Chair Thompson welcomed visitors and led all in the Pledge of Allegiance.

C. Approval of Agenda (Action)

Motion: Trustee Bain moved to approve the agenda.

Second: Vice- Chair Grissom seconded the motion.

Outcome: Vote was unanimously in favor.

D. IBB Workshop

Participants within the workshop held discussion on the following matters.

- CFO Grantham produced four potential layout options for the salary schedule. She was clear the numbers and content in the documents are merely placeholders for what is actually negotiated. After discussion, the Trustees indicated they prefer the draft salary schedule on page five (option #4).
- A discussion was held regarding the bargaining process and what to expect. All trustees are planning on being present for negotiations.
- The Trustees discussed recent legislative changes will need to be addressed through policy to ensure we are in compliance with state law. The process of reviewing certain policies will take place annually in advance of the negotiation process and immediate concerns will be addressed at the April 27th Policy Committee meeting.
- HR Director Brook Cunningham reported she will be meeting with the District's insurance broker on May 8th which will provide a better understanding of projected cost increases.
- Discussion was held about dual credit stipends and how the opportunities for teaching those classes are distributed.
- The Trustees determined they would like to use the May 4th IBB Workshop to review the language of the agreement before negotiated items are added during the bargaining process.
- The bargaining process is scheduled to take place the week of May 12th. As there is the potential for the process to take place over multiple evenings, the 12th, 13th, and 14th of May at 6:00 p.m. will be set aside.

The IBB Workshop will reconvene on Monday, May 4, 2026 at 6:00 p.m.

There being no further business, the meeting adjourned at 8:09 p.m.

Attests:

Respectfully Submitted:

Chair of the Board, Michelle Thompson

Clerk of the Board, Sara Broderius

DRAFT