



## **IBB Team Meeting of the LJSD Board of Trustees**

Thursday, May 22, 2025 2:30 PM

15506 N. Washington Street,  
Rathdrum, ID 83858

### **A. Call Meeting to Order at 2:30 p.m.**

### **B. Welcome Visitors/Pledge of Allegiance**

### **C. Discussion**

#### **C.1. Review of IBB Process**

#### **C.2. Interest Based Bargaining**

Participants Lisa Arnold, Trustee Quimby, LHS History Teacher Bevacqua, CFO Grantham, Trustee Jones and HR director Cunningham were in attendance within the workshop and held discussion with the Board on the discussed matters;

- Establishing norms and processes
- Interest-based bargaining approach
- Salary stipends and funding issues
- Negotiating language for salary agreements
- Equity in salary structures
- Challenges in staffing and budgeting
- Navigating state regulations and salary minimums
- Enrollment impact on staffing
- Future considerations for salary structures
- Budgeting and resource allocation
- Teacher retention and salary structures
- Impact on staff changes on funding
- State regulations and compliance challenges
- Equity in teacher compensation
- Future projections and planning
- Health insurance and employee benefits

Meeting adjourned at 4:30 p.m.