



Regular School Board Meeting of the LJSD Board of Trustees

Wednesday, March 19, 2025 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 6:01 pm. Trustee Bain, Trustee Jones and Vice Chair Grissom were present. Trustee Quimby joined the meeting at 6:05 p.m., and recessed himself at 6:34 p.m. Trustee Quimby rejoined the meeting at 8:10 p.m.

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed all visitors and led all in the pledge of allegiance.

C. Approval of Agenda (Action)

Trustee Bain made a MOTION to approve the agenda, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

D. Announcements

Chair Thompson reminded the audience of the rules and expectations of the board meetings.

E. Accolades

F. Public Input (1 Hour)

Allison Knoll, Anita Dupzyk, and Carrie Paquette gave public input.

G. Reports

G.1. Financial Report

Trustee Bain questioned the capital outlay of fund 231 is as the fund is over budget. CFO Grantham explained the fund is for the video board at LHS that was donated, and then reimbursed for.

H. Consent Agenda

H.1. Minutes of Previous Meeting(s)

There was no discussion.

H.2. Minutes of Subcommittee Meetings

There was no discussion.

H.3. HR Items

The Board asked about exit interviews, and identified a correction on a new employee's position.

H.4. Regular and Special Bill

The Board asked questions on the BMO expenditure detail, funds for learning, the Crisis Prevention Institute online program, Pinegrove Consulting, and snow removal. Trustee Bain made a MOTION to approve the consent agenda, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

I. Old Business

I.1. Superintendent Update

The Board held discussion on the Superintendent update, including the IHSA update, the Target River Marketing ads, graduation rate percentage, and requested additional \$2,000,000.00 levy budget cut information on the district website.

I.2. Financial Follow-Up

The Board held discussion with CFO Grantham on summer BASE, transportation billing, the enrollment report, a correction on legal ads for purchased services on concrete projects, proposed budgets and projects, Architects West, and the Emerick Construction bond payment.

I.3. Facilities Update

The Board held discussion with Facilities Director Haag and CFO Grantham on the facilities update. Discussions included the Avista light update, Lakeland Middle and High School fences, Tremco construction roof assessments, Senske services, and facilities property clean-up of Mountain View High School, Timberlake High School, and the district-owned lot in Athol.

J. New Business

J.1. Supplemental Curriculum

The Board held discussion with Assistant Superintendent Paslay on the supplemental curriculum. Discussion included supplemental curriculum review committee comments, and online supplemental curriculum programs. Trustee Bain made a MOTION to approve the supplemental curriculum as presented, seconded by Trustee Jones. Trustee Bain and Trustee Jones aye, Chair Thompson and Vice Chair Grissom nay. 2 in favor, 2 opposed, MOTION failed. Chair Thompson made a MOTION to approve the supplemental library books, and the in-depth Panhandle curriculum, and specifically excluding the online curriculum, seconded by Vice Chair Grissom. Trustee Jones, Trustee Bain, and Chair Thompson ayes, Vice Chair Grissom nay. 3 in favor, 1 opposed, MOTION carried.

J.2. LMS Bleacher Quote

The Board held discussion with CFO Grantham and Facilities Director Haag on the LMS bleacher quote. Trustee Jones made a MOTION to approve the bid of \$98,758.75, seconded by Vice Chair Grissom. Hearing all ayes MOTION carried.

J.3. PFL Re-budget & Projects

The Board held discussion with CFO Grantham and Facilities Director Haag, that included the siding project change-order, Emerick construction bond, LMS and LHS fencing, additional facilities fleet vehicle, and TLE boilers. Trustee Jones made a MOTION to approve the recommendations from the CFO on the transfer of funds. MOTION seconded by Trustee Bain. Trustee Jones and Trustee Bain in favor. Chair Thompson and Vice Chair Grissom opposed. 2 in favor, 2 opposed, MOTION failed. Chair Thompson made a MOTION to reallocate back into fiscal year 25 the Athol Elementary, Garwood Elementary, LHS and SLE continuation of \$220,000, to put back the \$40,000 to the VCT tile at Garwood Elementary, BKE and cafeteria, and through the utilization of the remaining emergency repair funds for fiscal year 24 and

emergency repair funds for fiscal year 25, utilizing those to accomplish whatever projects the district feels they can accomplish. MOTION seconded by Trustee Grissom. Trustee Jones asked if the district utilizes emergency repair funds for fiscal year 25 and has \$17,000 remaining for fiscal year 24, it leaves \$17,000 to finish out the current year in terms of emergencies. So with the emergency funds and the building budgets, there would be \$45,000 left. Chair Thompson clarified that was not in her MOTION, because the district's recommendation is to utilize all of those monies. It was in Trustee Jones' MOTION to accept the district's recommendation. She explained the district's recommendation was to utilize the fiscal 24 emergency funds, and the fiscal year 25 emergency funds. She agrees in utilizing the funds to accomplish the four projects, but not including the building budgets in her MOTION. Trustee Jones asked if it was all of the emergency repair funds. Chair Thompson stated that is what the district asked for. There were no further questions or discussion. Hearing all ayes MOTION carried.

J.4. Bus Bid

The Board held discussion with CFO Grantham and Transportation Director Dehnert on the bus bid about the pros and cons of diesel versus gas. Trustee Bain made a MOTION to approve the four (4) buses from Harlow's (\$147,125.34) and the two activity buses from Northwest Bus Sales (\$225,770), seconded by Vice Chair Grissom. Hearing all ayes, MOTION carried.

J.5. Facilities Work Session Request

The facilities work session will be Monday, March 24th at 6:00 p.m.

J.6. College / Career Advisor Funding

The Board held discussion with CFO Grantham on college and career funding, the anticipated distribution from state funds for college and career advisor positions, salaries and benefits budget, discretionary funds usage of the shortfall, and statutory requirements. No action was taken.

J.7. Facilities Job Descriptions

The Board held discussion with CFO Grantham and Facilities Director Haag. Trustee Jones made a MOTION to approve the job descriptions as presented, seconded by Trustee Bain. Hearing all ayes MOTION carried. The Board requested board approval dates on all job descriptions.

J.8. Stem Charter MOU

The Board held discussion with Superintendent Arnold on the Stem Charter MOU, attorney and ICRMP advice, liability concerns, insurance, and compensation. Vice Chair Grissom made a MOTION to table the STEM Charter MOU until more information is provided by ICRMP. Seconded by Trustee Jones, hearing all ayes MOTION carried.

J.9. Chromebooks

The Board held discussion with Superintendent Arnold and Assistant Superintendent Paslay on the recent issue of students accessing beyond the Districts' firewall. Chair Thompson made a MOTION to remove Chromebooks from grades K-8 with the exception of their usage for state mandated testing and testing skills development, seconded by Vice Chair Grissom. Chair

Thompson, Vice Chair Grissom, Trustee Quimby in favor. Trustee Jones and Trustee Bain, opposed. 3 in favor, 2 opposed, MOTION carried.

K. Discussion Items

K.1. April 2nd Board Meeting

The Board accepted the request to forego the April 2nd optional special meeting due to Spring Break.

K.2. Transportation Billing Follow-Up

The Board held discussion with CFO Grantham and Accounting Specialist Pursley on the rate change for non-graded and non-reimbursable athletic trips.

L. Possible Action Item From Discussion

There were no additional items.

M. Dates to Remember

N. Board Member Input for Future Agenda Items

Trustee Quimby requested discussion on the Veteran's memorial at LHS, and Trustee Bain requested discussion on staffing versus the levy pass or fail.

O. Enter Into Executive Session (Action)

O.1. Approve/Deny to enter into Executive Session per IC 74-206 (1) (b).

Vice Chair Grissom made a MOTION to enter into executive session, seconded by Trustee Quimby.

Roll call:

Trustee Jones: Yes

Trustee Bain: Yes

Chair Thompson: Yes

Trustee Quimby: Yes

Vice Chair Grissom

Executive session was entered at 9:36 p.m.

The Board held a recess from 9:36 p.m. until 9:45 p.m.

P. Executive Session

P.1. Personnel

The Board held discussion from 9:45 p.m. until 10:18 p.m. Administration present was Superintendent Arnold. Superintendent Arnold and the Board Clerk exited executive session at 10:18 p.m. The Board held discussion from 10:18 p.m. until 10:59 p.m. Superintendent Arnold and the Board Clerk re-entered executive session at 10:59 p.m.

Executive session ended at 10:59 p.m.

Q. Post Executive Session (Action)

Meeting adjourned at 10:59 p.m.

Attests: Respectfully Submitted:

Michelle Thompson, Board Chair

Maria Parker, Clerk of the Board

DRAFT

Request to Address the Board

Date: 5.19.25

Name: Anita Dupzyk (Please Print)

Subject Matter Desiring to Address:

H.4 Regular and special Bills
pg 5, 2nd check pymt

Check if any of the below identified subject matters are matters you wish to address in your presentation to the Board:

- ☐ The hiring of a public school employee.
- ☐ The qualifications of any individual employee/prospective employee.
- ☐ The evaluation or performance of any individual employed by the District.
- ☐ A complaint or concern about any individual employed by the District.
- ☐ A complaint or concern about any student enrolled at the District.
- ☐ Proposed future agenda item.

*****Please deliver a completed copy of this form to the Board's clerk prior to the commencement of the Board meeting.*****

Request to Address the Board

Date: 3/19/25

Name: Carrie Paquette (Please Print)

Subject Matter Desiring to Address:

Re: Agenda item College & Career Funding

Check if any of the below identified subject matters are matters you wish to address in your presentation to the Board:

- ☐ The hiring of a public school employee.
- ☐ The qualifications of any individual employee/prospective employee.
- ☐ The evaluation or performance of any individual employed by the District.
- ☐ A complaint or concern about any individual employed by the District.
- ☐ A complaint or concern about any student enrolled at the District.
- ☐ Proposed future agenda item.

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Members of the Board,

My name is Carrie Paquette and this is my 8th year as the College and Career Advisor at Lakeland High School. I know some of you have already heard me speak, but there were a couple board members who weren't here last time, so I'd like the opportunity to speak again to all members.

In 2015, the Governor's Task Force identified **proper college and career advising** as one of the **key** factors for student success, stating **students and parents** are entitled to **better** information on these opportunities.

Subsequently, Idaho Code, **33-1212A** was enacted, and the Legislature provided **specific state funding** to districts to **expand** or develop **new** College and Career Advising programs beginning in 2016. Our district has had College and Career Advisors at Timberlake and Lakeland since, and receives this funding each year based on enrollment.

The language in Sections 1 and 3 of the legislation state that college and career advising is **essential**, and requires **trained personnel** so students can be **college and career ready upon graduation**.

While there is some flexibility in implementation, the law does not suggest that this funding should be absorbed into general counseling services. In Section 2 of the legislation, the inclusion of **specific roles** like college and career advisors indicates that the legislature sees value in **dedicated personnel** focused on this work. Section 4 states that schools are required to notify parents about the availability of College & Career services, further reinforcing that the state intended for these programs to exist and be actively utilized.

In the FAQs from the State Board of Education in 2016, it asks, *"Can the dollars be used to support **existing** college and career advising or mentoring programs?"* The State Board's response was, *"The **intent of the funding** is to **expand existing programs or establish new programs** and is **not** to be used for supplanting resources that are **currently supporting** guidance counseling, college and career advising or mentoring programs."*

Idaho continues to prioritize this dedicated advising. In Governor Little's 2025 Budget Highlights, he recommended to *"Double the funding for **college and career advisors** to strengthen advising for all high school students."* This prioritization, and his **direct reference** to College and Career Advisors, aligns with the intent of the legislation.

College and Career Advisors in high schools are a common and accepted practice across the state and in Region 1 - from Coeur d'Alene to Sandpoint, Moscow, Lakeland and Post Falls - who all have a **dedicated** College & Career Advisor **in addition to** **counselors**, because these are **not** interchangeable roles.

The **intent** of this state funding was to expand or establish College & Career programs, rather than to fund **existing** counseling positions. Counselors, already exceeding the recommended 250:1 ratio and managing full caseloads themselves, **cannot** also absorb the **full-time** state-mandated work of a College & Career Advisor without compromising their own essential work. This role requires someone with dedicated expertise and training to ensure students receive the guidance and opportunities this funding was **designed to provide.....** and that Lakeland families have come to expect and rely on as an essential service.

Request to Address the Board

Date: 3/19/25

Name: Allison Knoll (Please Print)

Subject Matter Desiring to Address:

Supplemental Curriculum Committee - Resignation Letter

Check if any of the below identified subject matters are matters you wish to address in your presentation to the Board:

- ☐ The hiring of a public school employee.
- ☐ The qualifications of any individual employee/prospective employee.
- ☐ The evaluation or performance of any individual employed by the District.
- ☐ A complaint or concern about any individual employed by the District.
- ☐ A complaint or concern about any student enrolled at the District.
- ☐ Proposed future agenda item.

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For those of you who do not know me, my name is Allison Knoll and I am a teacher at Lakeland High School. I've been an employee of the Lakeland District for 18 years, teaching for the last 15. I am a two time recipient of the Lakeland High School Teacher of Year Award and also a two time recipient of the Secondary District Level Teacher of the Year. I am so proud of the work that I have done while at Lakeland but unfortunately, this is my letter of resignation. In my 4 years as Student Council Advisor, I have orchestrated fundraisers totaling over \$120,000 that went back to this community. I started the broadcast journalism program at Lakeland and grew the numbers in the theatre department year after year. I will always remember the students who not only became a part of my life, but my children's as well, playing Cops and Robbers with them after rehearsal or helping them with math homework that I didn't understand. My experiences inside the four walls of my classroom have been amazing...it's everything outside of that that has become the problem.

After much reflection, I've come to the conclusion that I am tired of having to fight for what I know to be best for students. I'm tired of having my judgement questioned even though I am one of the most conservative drama teachers in the area as to what I believe students should be reading and performing. I'm tired of teachers being ripped apart on social media for just doing our jobs. I have loved my job for 13 years and had every intention to retire from here. Unfortunately I've been teaching here for 15. Over the last two years instead of being treated like professionals, like the experts in our field, we've been treated more as a nuisance when we showed up at meetings to try to share our experiences and be part of the solution.

The biggest problem - this school board doesn't trust the teachers they hired to do their jobs. There is such a toxic environment of distrust. Every decision we make is questioned and scrutinized. We can't hold a fundraiser for our programs or the community without it going to a committee for approval. We can't play anything over a 5 minute video for our struggling learners without it going to a committee for approval. We can't even let our students read The CDA Press, our local newspaper, because a committee of patrons decided it should be put on the "not approved curriculum" list. My students have to wait weeks in limbo because I can't pick a play until I know exactly who will be in my class and the approval process could take up to a full two months, wherein I'm not allowed to put anything else in front of them that isn't already approved. The fact that this process still exists shows that you have no idea how our classrooms work or how to adequately educate students. You are tying our hands so we are unable to do what is best for these students.

As educators, our responsibility is to equip students with the skills they need to succeed in the real world. This involves not only providing them with knowledge but also teaching them how to apply it effectively. However, instead of focusing on this mission, we are having to devote all our time to appeasing vocal taxpayers by doing things like removing books from our libraries and debating the legitimacy of classic literature. We aren't preparing students to have civilized conversations with people who may believe differently than they do. We are sheltering students to believe there is only one right way of thinking and that is so dangerous.

While all of these things have been problematic, your lack of a plan B for the November 5th levy vote was unprofessional, and quite frankly, that was the last straw. It only deepened the mistrust between the community and the board, further dividing people instead of bringing them together. In very public board meetings, we heard things like, "Teachers should just be happy they have jobs, no matter what the pay," and "Teachers should really be doing more, like emptying their own trash and acting as crossing guards." We aren't doing enough?! What a slap in the face! Those are the perfect comments if your goal is to undervalue the work teachers do and erode any remaining trust between us. This rhetoric doesn't just harm morale—it creates an environment where teachers feel disrespected and unappreciated, and it undermines the collaborative spirit that should exist between the board, educators and staff, and the community.

This used to be a district that parents sought out, but now I believe you are going to see a mass exodus. You can blame the tax payers for the levy not passing, or you could take ownership and ask yourself if you yourself not voting for the levy could have played a role in it not passing, if not going to your constituents and explaining why this vote was so important has something to do with the state that we are in now.

My question for you is, what is your endgame? Why did you run for this school board? If your answer is to make Lakeland better, you are failing. In my 18 years in this district, I have never experienced such animosity and I can tell you it is felt by all: administrators, teachers, support staff, parents and the most heartbreaking of all, the students.

You need to support your teachers, you need to stand up for your teachers or you will lose your teachers. Yes, you need taxpayers, but I would argue that you need quality teachers just as much. Whether or not this levy passes, the damage has already been done.

Allison Knoll

Resignation Effective: End of 2024-2025 School Year