



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

Wednesday, February 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 6:00 pm. Trustee Bain, and Trustee Jones were present. Vice Chair Grissom and Trustee Quimby were not in attendance.

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

### **D. Announcements**

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

### **E. Public Input (1 Hour)**

Ana Schnepf and Carrie Paquette gave public input.

### **F. Reports**

#### **F.1. Financial Report**

There was no discussion.

#### **F.2. Class Size Review**

The Board held discussion with Superintendent Arnold on the class size review, the increasing class size numbers, librarian led classes, and teacher prep-periods.

### **G. Consent Agenda**

#### **G.1. Minutes of Previous Meeting(s)**

There was no discussion.

#### **G.2. Minutes of Subcommittee Meetings**

A request was made to separate the minutes by date.

#### **G.3. HR Items**

Trustee Thompson asked to address a letter of resignation in Executive Session.

#### **G.4. Regular and Special Bill**

The Board asked questions on the Northwest specialty hospital reimbursement, mentor stipend, medication distribution training, homeless families support, and a fingerprint scanner.

Trustee Bain made a MOTION to approve the consent agenda with the modification to the subcommittee minutes, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

### **H. Old Business**

#### H.1. Superintendent Update

There was no discussion.

#### H.2. Financial Follow-Up

The Board held discussion with Accounting Specialist Chelsea Pursley on the financial follow-up. The Board requested information on unreimbursable trips from the State for transportation of the high schools and junior high, and the difference with the new State funding formula for transportation.

### **I. New Business**

#### I.1. Board Policy

The Board held discussion with Superintendent Arnold and Assistant Superintendent Paslay on the Board policies for review. Trustee Bain suggested policy 9100 remain at \$25,000 for board approval but add language to allow the Superintendent to approve a purchase in the event of an emergency. Chair Thompson recommended the policies be returned to the policy committee to add the language. Chair Thompson made a MOTION to table policy 9100 and policy 7400. Seconded by Trustee Bain and hearing all ayes, MOTION carried.

#### I.2. LJSD Operational Plan

The Board held discussion with Superintendent Arnold on the operational plan. Chair Thompson made a MOTION to approve the LJSD Operational Plan as presented with changing contagious disease back to COVID. Seconded by Trustee Jones, MOTION carried.

#### I.3. Valedictorians/Salutatorians

There was no discussion. Trustee Jones made a MOTION to approve, seconded by Trustee Bain with a congratulations. Hearing all ayes, MOTION carried.

#### I.4. Spring Athletic Schedules

There was no discussion. Trustee Jones made a MOTION to approve, seconded by Trustee Bain. Hearing all ayes, MOTION carried.

#### I.5. Organizational Chart

There was no discussion. Trustee Bain made a MOTION to approve, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

#### I.6. Prom Dates and Venue

There was no discussion. Trustee Bain made a MOTION to approve, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

#### I.7. Levy Ballot Resolution

Chair Thompson made a recommendation for delineation in the ballot language specific to Co-curricular and Athletics. Trustee Jones made a MOTION to approve with the recommended change, seconded by Trustee Bain. Hearing all ayes, MOTION carried.

#### I.8. Avista Easement

There was no discussion. Trustee Jones made a MOTION to approve, seconded by Trustee Bain. Hearing all ayes, MOTION carried.

#### I.9. STEM Charter MOU

The Board held discussion with Superintendent Arnold on the language, a

request for year specific language to be added, a hold harmless clause, and seeking legal and liability insurance carrier input. Trustee Jones made a MOTION to table pending legal review, seconded by Chair Thompson. Hearing all ayes, MOTION carried.

**I.10. Wireless Access Points**

The Board requested documentation of the bids to be brought to the next Board meeting. Trustee Bain made a MOTION to table, seconded by Trustee Jones. Hearing all ayes the MOTION passed.

**J. Discussion Items**

**J.1. LHS FCCLA Nationals**

In the event LHS FCCLA is able to attend Nationals, then LHS FCCLA will fundraise to pay for the cost to attend.

**J.2. Winter Drug Testing**

The positive results were for nicotine which remains an ongoing battle.

**J.3. 4 Day School Week Survey Results**

Trustee Jones made the recommendation to forego focusing on a 4-day school week until after the levy passes. The Board gave Superintendent Arnold direction to continue her fact gathering; however, her focus was to remain on efforts to pass the levy.

**J.4. Board Meeting Location**

The Board agreed to hold meetings on a quarterly rotation to include the community in the north.

**J.5. College and Career Advisor Funding**

The Board requested more information on the allocation of the College and Career funding that's received and how it is utilized as discretionary funding.

**J.6. Budget Strategies (Position Budgeting, Capital Items, Projects)**

Trustee Bain would like the district to transition over to position budgeting and work with this format; Trustee Bain would like the budget to include all capital items and projects in the budget, not have the items and projects come to the Board after the budget has been approved.

**K. Possible Action Item From Discussion**

There were no additional items.

**L. Dates to Remember**

**M. Board Member Input for Future Agenda Items**

**N. Enter Into Executive Session (Action)**

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

Trustee Bain made a MOTION to enter into executive session, seconded by Trustee Jones. Trustee Quimby called into the meeting by phone for roll call.

Roll call:

Trustee Jones: Yes

Trustee Bain: Yes

Chair Thompson: Yes

Trustee Quimby: Yes

Executive session was entered at 7:26 p.m.

**O. Executive Session**

O.1. Personnel

The Board held discussion on personnel from 7:26 p.m. until 7:35 p.m. Administration present was Superintendent Arnold and Principal Jake Massey. Principal Massey exited executive session at 7:35 p.m. The Board and Superintendent Arnold held discussion from 7:35 p.m. until 7:40 p.m.

O.2. Trespass (Individual A)

The Board held discussion from 7:40 p.m. until 7:49 p.m. Administration present was Superintendent Arnold.

Executive session ended at 7:49 p.m.

**P. Post Executive Session (Action)**

P.1. Personnel

Trustee Bain made a MOTION to place employee 2.19.25 A on probation following completion of the current formal improvement plan. Seconded by Trustee Jones and hearing all ayes, MOTION carried.

P.2. Trespass (Individual A)

Trustee Bain made a MOTION to trespass Individual A, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

Meeting adjourned at 7:49 p.m.

Attests: Respectfully Submitted:

---

Michelle Thompson, Board Chair

---

Maria Parker, Clerk of the Board

**Request to Address the Board**

Date: 2/5/25

Name: Ana Vazquez-Schnepf (Please Print)

Subject Matter Desiring to Address:

To read my letter of retirement to the School Board.

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.\*\****

January 21, 2025

Dear Superintendent Arnold & School Board Trustees,

Besides being a mother to our three children, being an Idaho public school teacher has been the greatest honor of my life. Therefore, it is with mixed emotions that I announce my intent to retire at the conclusion of this school year. I've served as an Idaho public school teacher since 1988, 33 of those years here in Lakeland. I am incredibly grateful & proud to have served the Lakeland Joint School District community, especially in the role as principal of John Brown Elementary these past seven years. Being a Lakeland teacher was not just a job for me, it's been my life's mission to improve the lives of our community's children, to afford them an opportunity to access a quality education that nurtures the whole child.

I have worked with awesome staff, colleagues, students, and families. Together we built a dynamic school district that prepared our children for unlimited success. Our three children attended Lakeland schools from kindergarten through high school graduation. They have college diplomas and are thriving in the creative fields of film making, advertising and interior architecture. Lakeland prepared them for this success.

The reason for my mixed emotions is my deep concern for Lakeland's ability to continue to provide a quality education that prepares our community's children for the level of success my three children enjoy. A part of me wants to continue to fulfill my mission to affect the quality of education our community's children receive.

Therefore, I beseech you all to vigorously advocate for our community's children. In my experience, what is best for children is usually 99% what is best for school staff too. I encourage you to trust our educators, their hearts are for children. I don't understand

why some in the Lakeland community and, on this board do not seem to understand that teachers and school staff are some of the most altruistic people on the planet. Their greatest hope is to see children thrive and achieve academic success. None of us became educators to get rich. Our greatest hopes include making a living wage that allows us to buy a home in the community we work in, and raise our children in a safe & caring community. We invested ourselves here and helped to create the best school district in the state.

It is heartbreaking to witness the crumbling of our great school district before my very eyes because of fear and suspicion. Some folks assumed the worst about our school leaders, teachers and staff and decided that they were going to "fix" the system even though it wasn't broken. Far from broken, it was a model of top notch education run on a common sense budget by outstanding educators and staff.

Now we stand on a cliff, all that was great about our district is potentially gone if the supplemental levy does not pass in May. It doesn't have to be this way. It is our responsibility as community elders to provide our children an education that best allows them to become productive and responsible citizens. We do this by sustaining a school system that supports the whole child with what they need to reach their full potential. For some children this means providing sports programs, for others it is the opportunity to hone interests in computer science, music, art or food science. Some children need mental health support. Others need to be nourished by reading books of their own choosing. Some children desire to be leaders and exchange ideas and debate with students from other schools. Lakeland's children deserve a robust, and dynamic school system that provides them all these opportunities and more.



Do the right thing, trust the educators to rebuild our school district to the great stature it once held in this state. Get out and advocate for our children by manning informational tables in front of the Super 1 stores in Athol and Rathdrum. Actively make the case to those who voted no in November. Educate our patrons about K-12 funding. FIGHT for our kids!

Being the principal of John Brown Elementary has been the hardest job I've ever loved. My wise, older friends advise me that life's too short to continue in this ever increasing stressful job. It's time for me to bow out and pray that Lakeland can continue the legacy of quality education I've been a part of these past 33 years. I will pray for all of you to restore the Lakeland school district back to greatness.

With respect & hope,

Ana Vazquez Schnepf  
Principal  
John Brown Elementary



**Request to Address the Board**

Date: 2/19/25

Name: Carrie Paquette (Please Print)

Subject Matter Desiring to Address:

College & Career Advising Funding and Intent  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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.\*\****