



Regular School Board Meeting of the LJSD Board of Trustees

January 7, 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 6:01 p.m by Chair Thompson.

In Attendance:

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

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

C. Oaths of Office to Newly Declared Trustees

The Clerk administered the oath of office to the newly declared trustees.

D. Announcements

None made.

E. Public Input (1 Hour)

Speaker Anita Dupzyk addressed the board. Remarks made regarding prayer, leadership, and community support for the Board.

F. Approval of Agenda (Action)

Motion: "So moved" By Trustee Bain.

Second: By Trustee Quimby.

Outcome: Motion carried unanimously.

G. Annual Reorganization of the Board

1. Nominations for Board Chair

1st nomination: Chair Thompson (self nomination).

2nd nomination: Trustee Bain (self nomination).

Voting-

Vice Chair Grissom: 1 vote for Chair Thompson.

Trustee Quimby: 1 vote for Chair Thompson.

Chair Thompson: 1 vote for Chair Thompson.

Trustee Brodhead: 1 vote for Chair Thompson.

Trustee Bain: 1 vote for Trustee Bain.

Result: Chair Thompson elected Chair by majority ballot vote.

2. Nominations for Vice Chair

1st nomination: Vice Chair Grissom (self nomination).

2nd nomination: Trustee Bain (self nomination).

Voting-

Vice Chair Grissom: 1 vote for Vice Chair Grissom.

Trustee Quimby: 1 vote for Vice Chair Grissom.

Chair Thompson: 1 vote for Vice Chair Grissom.

Trustee Brodhead: 1 vote for Vice Chair Grissom.

Trustee Bain: 1 vote for Trustee Bain.

Result: Vice Chair Grissom elected Vice Chair by majority ballot vote.

3. Appoint District Treasurer

Nomination: "Jessica Gratham" by Vice Chair Grissom.

Second: By Trustee Bain.

Outcome: Motion carried unanimously.

4. Resolution 1.7.2026 provides for the appointment of Assistant Treasurers and Designated Signatory for each respective school.

Motion: "I move to approve as presented." by Trustee Bain.

Second: By Trustee Grissom.

Outcome: Motion carried unanimously.

5. Appoint Clerk of the Board of Trustees

Motion: "I move to appoint Sierra." by Trustee Bain.

Second: By Vice Chair Grissom.

Outcome: Motion carried unanimously.

6. Appoint Temporary Clerk in Absence of the Clerk of the Board

Motion: "I'll move to appoint Olivia." by Trustee Bain.

Second: by Trustee Quimby.

Outcome: Motion carried unanimously.

7. Appoint Custodian of Records

Motion: "I'll nominate Sierra." by Trustee Quimby.

Second: Vice Chair Grissom

Outcome: Motion carried unanimously

8. Set Date, Time, Location of Regular Board Meetings

Board discussion affirmed preference for Wednesdays. The Board discussed holding regular meetings on the third Wednesday of each month and special meetings on the first Wednesday, with the Board reserving the right to cancel as needed. Meetings will be held at 6:00 p.m. at the District Office.

Motion: "My motion would be to keep it the way we have been doing it." by trustee Bain. Clarification made by Chair Thompson "So you would move that we would hold our regular meetings on the third Wednesday of the month with a special meeting being held on the first Wednesday of the month with an understanding that the board reserves the right to cancel a meeting should it be necessary."

Second: by Trustee Quimby

Outcome: Motion carried unanimously.

9. Sign Code of Ethics

Trustees reviewed Policy 1600 Board Code of Ethics. All Trustees read sections aloud and signed the document.

H. Reports

1. Superintendent Report

The Superintendent provided updates on district operations, including PST meeting topics, ongoing review of the coaching pay schedule, and early conversations about shifting the strategic plan to a multi-year format. He also discussed the work of the Long Range Planning Committee and

received Board direction to evaluate districtwide attendance boundaries rather than focusing solely on Garwood and Twin Lakes. He outlined a tentative February–March engagement timeline for presenting data, gathering parent feedback, and returning recommendations to the Board.

2. Assistant Superintendent Report

The Assistant Superintendent provided his regular update. Trustees had no questions or discussion following the report.

3. Financial Report

The CFO reported on the upcoming transition to Cumulative, the cloud-based Skyward system, provided updates on transportation and operations coordination, and addressed Board questions regarding enrollment and attendance discrepancies, including how Pre-K reporting affects totals. Trustees also requested scheduling of the annual safety and security executive session.

4. Facilities Report

The Board received an update on facilities operations as part of the CFO's broader operational report. The summary included ongoing coordination with the maintenance and custodial teams, continued monitoring of building systems and equipment, and attention to work order completion timelines. The report also reflected regular communication between district leadership and facilities staff to ensure preventive maintenance needs are addressed and that schools remain safe and operational. No additional questions or concerns were raised by the Board.

5. Transportation Report

The Board received an update on facilities operations as part of the CFO's broader operational report. The summary included ongoing coordination with the maintenance and custodial teams, continued monitoring of building systems and equipment, and attention to work order completion timelines. The report also reflected regular communication between district leadership and facilities staff to ensure preventive maintenance needs are addressed and that schools remain safe and operational. No additional questions or concerns were raised by the Board.

I. Consent Agenda (Action)

1. Minutes of Previous Meeting(s)

The Board reviewed the minutes from previous meetings, subcommittee minutes, HR items, and the bills list. Trustees discussed several corrections needed in the regular meeting minutes, including identifying the specific changes referenced in the accounts payable job description motion, correcting the budget revision motion to reflect that it applied only to classified staff, and adding the missing motion maker for an item that listed only a second. Trustees also clarified that the motion regarding Club America did not include Turning Point USA and requested that all motions be recorded verbatim for legal accuracy.

2. Minutes of Subcommittee Meetings to be Accepted

The Board requested that the special meeting minutes on the Legal Services RFQ reflect the direction to advertise in southern Idaho as part of statewide outreach. During review of subcommittee minutes, trustees asked that the Long Range Planning Committee provide actual minutes or

a summary rather than an agenda.

3. HR Items

a. HR Memo

No discussion held

b. Resignations

The Board discussed the exit interview process after noting that recent resignations did not appear to include completed interviews. Director Cunningham explained that employees receive a paper exit form outlining required returns and informing them of their right to an exit interview, which may be completed in writing or in person. She noted that some buildings had not consistently provided the form during recent transitions and that a reminder was issued to ensure the process is followed.

c. Applications

No discussion held

4. Bill List

a. Bill Breakout

No discussion held

b. Utilities

No discussion held

Motion: "Move to approve the consent agenda, the adjustments or corrections to the meeting minutes as discussed." by Trustee Bain.

Second: By Vice Chair Grissom.

Outcome: Motion carried unanimously.

J. Action Items

1. Key Club Trip

No discussion held

Motion: "I move to approve." by Trustee Bain.

Second: By Trustee Quimby.

Outcome: Motion carried unanimously.

2. Supplemental Curriculum

The Board discussed Garwood Elementary's request to pilot the Keys and Kingdom music program. Trustees expressed concern about reintroducing Chromebooks into elementary classrooms, while administration noted the program provides keyboards and would be fully funded by the school's parent-teacher organization. Trustees also discussed subscription costs, whether keyboards could be purchased separately, and potential conflicts with efforts to limit screen time. Administration emphasized the pilot would apply only to this year and require future Board approval to continue.

Motion: "I would move to approve the elementary book set list and Bernice bobs her hair." by Chair Thompson

Second: By Trustee Grissom

Outcome: Motion carried unanimously

3. Policy

The Board discussed Policies 1110, 1120, 1120P, 1130, 1140, and 5100, noting that they had previously received a first read and included minor statutory language updates, particularly in the elections policy.

Administration confirmed that prior requested corrections had been made. Trustees also identified that Policy 1120P incorrectly listed Idaho Code § 59-402 as “Oath of Office,” and requested that it be corrected to the proper title, “Time of Taking Oath.”

Motion: “I’ll move to approve the policies with the corrections noted.” By Trustee Bain.

Second: By Trustee Quimby.

Outcome: Motion carried (4–1; Vice Chair Grissom opposed).

4. School Closure

No discussion held

Motion: “Move to approve.” By Trustee Bain

Second: By Vice Chair Grissom.

Outcome: Motion carried unanimously

K. Discussion Items

1. IBB

The Board received an update on the IBB process. Superintendent Taylor reported that the committee has not met since the last posting but is scheduled to meet on January 22. The PST team will begin working through Board-identified priorities and prepare a draft for the IBB team, with the aim of moving forward collaboratively and ensuring the Board’s direction is clearly reflected.

2. Removal of 3330F1, 3330F2, and 3330F3

Discussion involved removing Forms 3330F1–F3 from the policy website, with administration recommending that these procedural forms be managed at the district level rather than included in policy. Trustees reiterated that the behavioral support plan must not be labeled as a “contract” and clarified that any removal of forms requires formal board action. They requested that Policy 3330 and the committee’s updated work return for full review before a vote.

3. Policy

a. 3370 Search and Seizure

The Board reviewed Policy 3370 and noted a few remaining strikethroughs. Revisions were made to add breathalyzer and metal-detection language, with legal recommendations incorporated. Trustees discussed the need for clear parent notification through the student handbook and requested that any related forms be provided with the policy during review.

b. 3410 School Sponsored Student Activities

The Board reviewed Policy 3410, which now includes breathalyzer language but does not include wandering, as wandering is tied to reasonable suspicion under Policy 3370. Trustees noted that some drafts used the abbreviation “LJSD” without first defining it and requested that abbreviations only be used after the full name appears.

L. Possible Action Item From

M. Dates to Remember

- January 8, 2026, 5:45 p.m. PST Committee

- January 12, 2026, 5:30 p.m. Policy Committee Meeting
- January 15, 2026, 5:30 p.m. Long Range Planning Committee
- January 19, 2026, Martin Luther King Jr. Day
- January 21, 2026, 6:00 p.m. Regular Board Meeting

N. Board Member Input for Future Agenda Items

The Board discussed a patron request to release district calendars earlier. Administration noted that legislative timelines and annual changes can delay finalization, and HR Director Brooke Cunningham reported that work has begun on the 2026–2027 calendar, typically presented in April or May. Trustees considered preparing two years of calendars in advance while adopting only one each year but noted concerns about posting drafts that may change. The Board agreed to continue exploring options for earlier release while preserving accuracy.

The Board requested adding a discussion item regarding a recently adopted Mead School District policy that restricts staff from expressing personal beliefs in classrooms, including through décor, clothing, or communications.

Enter Into Executive Session (Action) Per IC 74-206 (1)(b)

Motion: to enter into executive session by Vice Chair Grissom

Second: By Trustee Quimby

Outcome:

Chair Thompson: Yes

Vice Chair Grissom: Yes

Trustee Quimby: Yes

Trustee Brodhead: Yes

Trustee Bain: Yes

Motion carried unanimously

O. Executive Session

Recess: 7:57 p.m.-8:12 p.m.

Entered: 8:12 p.m.

1. Personnel A

Session started: 8:12 p.m.

Session Concluded: 8:27 p.m.

Attendees: Superintendent Rusty Taylor, Assistant Superintendent Jake Massey, HR Director Brook Cunningham, Board Clerk Sierra Schrader.

HR Director Cunningham exited 8:28 p.m.

2. Grievance A

Session Began: 8:28 p.m.

Superintendent Taylor, Assistant Superintendent Massey, Board Clerk Schrader exited 8:35 p.m.

L.E.A. President Jason Bradbury entered 8:35 p.m.

L.E.A. President Bradbury exited 8:49 p.m.

Session Ended 9:46 p.m.

P. Post Executive Session (Action)

Motion: move that we not accept the resignation of personnel A and that a letter

be sent to the Idaho Professional Standards Board. regarding such” By Trustee Bain.

Second: By Trustee Grissom.

Outcome: Motion Carried Unanimously

Meeting adjourned at:

Attests:

Respectfully Submitted:

Michelle Thompson, Board Chair

Sierra Schrader, Clerk of the Board