

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

November 19, 2025 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 6:00 p.m by Chair Thompson.

**In Attendance:**

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

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

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

**C. Approval of Agenda (Action)**

**Motion:** to approve the agenda by Trustee Bain

**Second:** by Trustee Jones

**Outcome:** Motion carried unanimously

**D. Announcements**

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

**Speaker:** Mark Fischer Provided comments regarding science curriculum, questioning the teaching of Darwinian evolution and advocating for inclusion of young-earth evidence and critical thinking approaches.

**Speaker:** James Sawords: Asked about policies and procedures when a student reports being harmed on a bus. The Board directed him to district policies online and suggested contacting HR or the Superintendent for clarification.

**Speaker:** Judy Fujimoto: Spoke regarding denial of a student-sponsored club application (Turning Point USA/Club America). Expressed concern that Superintendent Taylor denied the request citing policy 3225. Asserted the club is nonpartisan and educational, and urged the Board to reconsider.

**F. TLE Trust Presentation**

Principal Tiffany Melton recognized six students for exemplary character and leadership

**G. Reports**

1. Superintendent Report

Provided updates on PST team discussions, including coach's pay schedule. Clarified no current issues but planning for future negotiations.

2. Assistant Superintendent Report

Presented student performance data. Explained "fall at" and "fall near" percentages, clarifying that students two grade levels below are not included in totals. Emphasized instructional impact on students near grade level.

3. Financial Report

Transportation routes update; requested discussion item for next meeting.

Two new bus drivers hired, training underway, CDL testing scheduled for December.

Anticipated new Athol route approval at December 3 meeting.

4. Facilities Report

Concrete issues at John Brown and Garwood being corrected by a new subcontractor.

District withholding \$150,000 until punch list completion.

187 work orders completed in October.

Addressed gas smell at Timberlake High; repairs completed.

New boiler installation at Twin Lakes underway.

Modernization funds: specs nearly complete, walkthroughs scheduled.

## **H. Consent Agenda (Action)**

1. Minutes of Previous Meetings

Request made by Chair Thompson to identify Vice Chair Grissom in 10/15 minutes; remove Superintendent from "Board attendance."

2. Minutes of Subcommittee Meetings to be Accepted

Note meeting cancellations where applicable.

3. HR Items

a. HR Memo

No discussion.

b. HR Resignations

No discussion.

c. Applications

No discussion.

4. Regular and Special Bills

a. Bill Breakout

Clarifications Coeur d'Alene School District charges reflect contracted athletic transportation (not LJSD buses).

Auction proceeds: Clarify transfer back to SBA accounts for surplus radios/lockers.

Architects West charges: Distinguish school modernization pre-work (bid docs/specs/surveys) and remaining siding project close-out.

Spirit Lake utilities: Large variance to be researched and brought back next meeting.

b. Utilities

No discussion.

**Motion:** to approve with recommended changes to minutes, by Trustee Bain.

**Second:** by Trustee Jones.

**Outcome:** motion carried unanimously.

## **I. Action Items**

1. LHS Softball Tournament  
Motion: To table until mileage calculation method identified, wear and tear on bus charge identified, and #8 on the request is reworded, by Chair Thompson.  
Second: by Vice Chair Grissom.  
Outcome: Motion carried unanimously.
2. Supplemental Curriculum  
Motion: To approve all but the video by Trustee Bain.  
Second: Trustee Jones.  
Outcome: Motion carried unanimously.
3. Accounts Payable Job Description  
Discussion held regarding the need for vendor entry and vendor payment to be handled by two separate employees.  
Motion: To approve contingent changes by Trustee Bain.  
Second: by Trustee Jones  
Outcome: Motion carried unanimously
4. Land Exchange Inquiry  
Motion: To table pending language revision by Chair Thompson  
Second: By Trustee Jones  
Outcome: Motion carried unanimously
5. Budget Revision  
Discussion was held regarding two possible approaches to salary adjustments, with the first option being a 2% increase to the base salary of all employees retroactive to the next paycheck, and the second option being a step increase for all employees except those newly hired retroactive to the next paycheck.  
Motion: To approve the step increase for all employees except those newly hired retroactive to the next paycheck by Trustee Bain.  
Second: by Trustee Jones.  
Outcome: 4 in favor Vice Chair Grissom Abstain. Motion carries.
6. Classified Salary Schedule  
Motion: to approve by Trustee Bain.  
Second: by Vice Chair Grissom.  
Outcome: Motion carried unanimously.
7. Administrator Salary Schedule  
Outcome: No motion required
8. Classified Exempt Salary Schedule  
Motion: To approve by Trustee Bain.  
Second: Vice Chair Grissom.  
Outcome: Motion carried unanimously.
9. CMGC RFP  
Motion: Table pending more information  
Second: Vice Chair Grissom

Outcome: 4 in favor Chair Thompson opposed. Motion carries.

10. City of Spirit Lake M.O.U.

Motion: to table until revised to mirror Rathdrum M.O.U. by Chair Thompson

Second: by Vice Chair Grissom

Outcome: Motion carried unanimously

11. Superintendent Evaluation Tool

Discussion regarding the superintendent evaluation tool and procedures, emphasizing the need for a policy-aligned, user-friendly format that removes instruction to the board and retains all statutory criteria.

Motion: to table until next meeting by Chair Thompson

Second: by Vice Chair Grissom

Outcome: Motion carried unanimously

12. 2025-2026 Superintendent Goals

Discussion regarding goals provided by Superintendent Taylor. The board reviewed and agreed upon three measurable goals based on CIP language

Motion: To approve all goals by Trustee Bain

Second: by Trustee Jones

Outcome: motion carried unanimously

**J. Discussion Items**

1. IBB

Discussion regarding Discussed preparation for upcoming negotiations, including proactive review of coach's pay and other compensation concerns.

2. Appointment/Volunteer LRP

Considered volunteer appointments to the Long Range Planning Committee and discussed criteria for selection. The Board agreed to a rotating schedule for Board attendance at LRP.

3. Policy

a. Procedure

Discussion regarding confusion over policy committee procedures and community notification methods, agreeing to review recovered procedures and share them with the full board at the next meeting.

b. 3255 Student Dress

Discussion regarding clarity of dress code language and enforcement consistency. Sent back to Policy Committee for further review.

c. 4600 Volunteer Assistance

Reviewed guidelines for volunteer participation.

d. 4600P Volunteer Assistance Procedures

Discussion regarding process improvements for volunteer onboarding.

e. 4600A Volunteer Assistance Application

Discussion regarding revisions to application form for clarity and compliance.

4. Stipend Oversight

Discussion regarding the need for improved tracking and oversight of stipends to ensure equity and transparency

5. Bullying/Harassment Training

Discussion regarding current training practices and discussed enhancements to ensure staff and students are better equipped to address incidents.

6. Clubs

Discussion regarding policies governing student clubs, including recent concerns about club application denial and alignment with district policy.

**K. Possible Action Item From**

1. Clubs

**Motion:** to approve application for Turning Point USA/Club America by Chair Thompson

**Second:** by Vice Chair Grissom

**Outcome:** Motion carried unanimously

**L. Dates to Remember**

- 11/20/2025 5:30 p.m. Long Range Planning Committee
- 11/21/25-11/28/25 Thanksgiving Break
- 11/24/2025 5:30 p.m. Policy Committee
- 11/27/2025 Thanksgiving
- 12/1/2025 5:30 p.m. Policy Committee
- 12/3/2025 6:00 p.m. Special Board Meeting

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

No input was offered.

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

**Motion:** Approve to enter into Executive Session per IC 74-206 (1) (b) by Trustee Bain

**Second:** By Trustee Quimby

**Rollcall:**

**Chair Thompson:** Yes

**Vice Chair Grissom:** Yes

**Trustee Jones:** Yes

**Trustee Bain:** Yes

**Trustee Quimby:** Yes

**Outcome:** Motion carried unanimously

**O. Executive Session**

Recess: 10:02p.m. - 10:12p.m.

Entered: 10:12 p.m.

1. Personnel A

Session: 10:12 p.m.

Attendees: Superintendent Rusty Taylor and Board Clerk Sierra Schrader.

Session Concluded:10:23 p.m.

2. Personnel B

Session: 10:23 p.m.

Attendees: Superintendent Rusty Taylor and Board Clerk Sierra Schrader.

Session Concluded: 10:30 p.m.

**Post Executive Session (Action)**

None taken

Meeting adjourned at: 10:30 p.m.

Attests:

Respectfully Submitted:

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Michelle Thompson, Board Chair

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Sierra Schrader, Clerk of the Board