



Special School Board Meeting of the LJSD Board of Trustees

Wednesday, June 11, 2025 5:30 PM
15506 N. Washington Street,
Rathdrum, ID 83858

A. Call Meeting to Order at 5:30 p.m.

Chair Thompson called the meeting to order at 5:38 p.m.

B. Welcome Visitors/Pledge of Allegiance

Chair Thompson led all in the pledge of allegiance.

C. Approval of Agenda

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

D. Executive Session (Action)

D.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: Yes

Executive session was entered at 5:39 p.m.

Executive session ended at 5:39 p.m. for agenda item C. Approval of Agenda.

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: Yes

Executive session was entered at 5:40 p.m.

E. Executive Session

E.1. Superintendent Evaluation

The Board held discussion from 5:40 p.m. until 6:02 p.m. Administration present was Superintendent Arnold.

Executive session ended at 6:02 p.m.

F. Post Executive Session (Action)

No action was taken

G. Presentation

G.1. Annual Budget Hearing

The Board was presented with the annual budget from CFO Grantham. Topics of questions and discussion included; general fund budget insights, revenue adjustments and funding sources, staffing and enrollment considerations, facility funds and expenditures, federal and state funding, the child nutrition program, contract services and cost savings, activity buses, and policy implementation.

H. Action Items

H.1. Salary Schedules

The Board held discussion with CFO Grantham on the salary schedules. Questions from the Board and discussion included: shadow schedules, new state requirements for salaries, APE stipends integration, new teacher and career ladder status, the balance between supporting teacher advancement and financial sustainability within the district, high student achievement and quality educator retainment, challenges in maintaining equitable salaries within budget constraints, and issues within state funding and salary increases. LEA President Bradbury offered comment throughout the Board's discussion with CFO Grantham. Trustee Bain made a MOTION to approve the salary schedules as presented, seconded by Trustee Jones. Trustee Jones, Trustee Bain, and Trustee Grissom in favor. Trustee Quimby asked the Board to review the negotiated agreement before finishing the vote at 7:41 p.m. The Board revisited the certified salary schedule at 8:14 pm. Chair Thompson called for a re-vote, confirming Trustee Bains' MOTION to approve the salary schedules as presented, with Trustee Jones' second to the MOTION. Votes casted all ayes, none opposed, MOTION carried.

H.2. Negotiated Agreement / IBB Offer

The Board held discussion with CFO Grantham, LEA President Bradbury, and HR Director Cunningham regarding the format of the negotiated agreement, stipends for early retirement, necessary parties inclusion within the negotiated agreement, stipends, district funds and union business, and changes in structure to the IBB negotiation process. Trustee Jones made a MOTION to approve the negotiated agreement as presented, seconded by Trustee Bain. Trustee Jones and Trustee Bain in favor. Chair Thompson, Vice Chair Grissom and Trustee Quimby opposed. 2 in favor 3 opposed, MOTION failed. Chair Thompson asked for another motion. None was brought forward. Chair Thompson, Vice Chair Grissom, and Trustee Quimby expressed frustration over the agreement and its the layout, language, and content that needs to be addressed. Trustee Bain amended her MOTION to include the salary schedule provisions as listed, seconded by Trustee Quimby. The Board discussed how much editorial language can be changed without requiring a full ratification process, the importance of including clear language regarding the placement of new certified staff on the salary schedule, and that district practices regarding staff placement should be reflected in the negotiated agreement and salary schedules.

H.3. Budget

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

H.4. Financial Emergency Declaration

No action was taken.

H.5. Certified Contracts

There was no discussion. Vice Chair Grissom made a MOTION to approve as presented, seconded by Trustee Jones. Vice Chair Grissom, Trustee Jones, Trustee Bain and Trustee Quimby in favor. Chair Thompson abstained. 4 in favor, 1 abstained, MOTION carried.

H.6. Administrator Contracts

There was no discussion. Trustee Quimby made a MOTION to approve, seconded by Trustee Bain. Chair Thompson, Trustee Quimby, Trustee Bain, and Trustee Jones in favor. Vice Chair Grissom opposed. 4 in favor 1 opposed, MOTION carried.

H.7. Returning Directors

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

H.8. LHS Cheer Camp

There was no discussion. Chair Thompson made a MOTION to approve the request for LHS cheer to attend an overnight camp, seconded by Vice Chair Grissom. Hearing all ayes, MOTION carried.

I. Discussion

H.1. Kootenai County Canvass Report

There was no discussion.

J. Executive Session (Action)

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

Trustee Bain made a MOTION to enter into executive session, seconded by Trustee Jones.

Roll call:

Trustee Jones: Yes

Trustee Bain: Yes

Chair Thompson: Yes

Trustee Quimby: Yes

Vice Chair Grissom: Yes

Executive session was entered at 9:05 p.m.

A recess was held from 9:05 p.m. until 9:14 p.m.

K. Executive Session

K.1. Personnel A

The Board held discussion from 9:14 p.m. until 9:33 p.m. Administration present was Superintendent Arnold, HR Director Cunningham, and Principal's Assistant Rider. Principals' Assistant Rider exited executive session at 9:33 p.m.

K.2. Personnel B

The Board held discussion from 9:39 p.m. until 10:24 p.m. Administration

present was HR Director Cunningham.
Executive session ended at 10:24 p.m.

K.3. Personnel C

The Board held discussion from 9:33 p.m. until 9:39 p.m. Administration present was Superintendent Arnold and HR Director Cunningham. Superintendent Arnold exited executive session at 9:39 p.m.

L. Post Executive Session (Action)

L.1. Personnel A

Trustee Bain made a MOTION to approve Shannon Rider as the principal for John Brown Elementary, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

L.2. Personnel B

Chair Thompson made a MOTION to approve Sierra Schrader as the new Clerk of the Board, seconded by Trustee Jones. Hearing all ayes, MOTION carried.

L.3. Personnel C

Vice Chair Grissom made a MOTION to accept the recommendation of Jake Massey as the Assistant Superintendent, seconded by Trustee Bain. Hearing all ayes, MOTION carried.

Meeting adjourned at 10:26 p.m.

Attests: Respectfully Submitted:

Michelle Thompson, Board Chair

Maria Parker, Clerk of the Board