



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

Wednesday, May 28, 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 6:00 p.m by Chair Thompson.

In Attendance:

Board of Trustees: Chair Thompson, Vice-Chair Grissom, Trustee Bain, Trustee Quimby, and Trustee Brodhead.

Lakeland Education Association: President Jason Bradbury, Randy Boyd, Bill Rider, and Colleen Bevacqua.

District Admin: Interim Superintendent Jake Massey, CFO Jessica Grantham, HR Director Brook Cunningham and Federal Programs Director Kelsie Badger.

B. Welcome Visitors / Pledge of Allegiance

Chair Thompson welcomed attendees and led the Pledge of Allegiance.

C. IBB Negotiations with the LEA

- Chair Thompson turned the meeting over to Interim Superintendent Jake Massey.
- Review of process norms, standards and expectations.
- Picked up on working through a draft of the Negotiated Agreement.
 - Adding Reduction in Force Policy to the Negotiated Agreement - Unanimous approval to add language regarding the R.I.F policy to negotiated agreement.
 - Salary Schedule - All parties discussed the salary schedule, the current financial state of the District, what parts of the schedule are reimbursed by the state and the administrative goals of maintaining a budget neutral salary schedule. The L.E.A. would like to move to a salary schedule that is consistent with the state salary schedule and is also focused on retaining teachers, addressing the cost of living and staying competitive with neighboring districts. The Board of Trustees would like to adopt a salary schedule that is sustainable over the next five to ten years while supporting teachers and being responsible stewards of taxpayer funds.

All parties agreed to discuss the potential salary schedule changes with their teams before moving into the financial components at the next IBB Negotiation meeting, which will reconvene next Thursday, June 4, 2026.

There being no further business, the Special Board Meeting adjourned at 8:05 p.m.

Attests:

Respectfully Submitted:

Michelle Thompson, Board Chair

Sara Broderius, Clerk of the Board