



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

February 18, 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:**

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. Approval of Agenda**

**Motion:** Trustee Bain moved to approve the agenda.

**Second:** Trustee Quimby seconded the motion.

**Outcome:** Motion carried unanimously.

**D. Announcements**

Chair Thompson reminded attendees of board meeting expectations.

**E. T.R.U.S.T. Presentation Mountainview High School**

Mountainview High School Principal, Paul Uzzi, presented the five student recipients of the T.R.U.S.T awards with their certificates and a brief outline of their accomplishments.

**F. Public Input**

There were no public discussions.

**G. Reports**

Chair Thompson made a request to start with the Transportation and Facilities Reports.

1. Transportation Report - Transportation Director, Summer Bilski, reviewed the primary points of the attached report. There was discussion regarding bus driver shortages and plans to reevaluate the internal hiring processes over the summer months to create better fiscal control and driver longevity. Vice Chair Grissom was able to address her questions regarding the Bus Driver Contracts and Hiring Processes, which mirrored the Transportation Directors observations and concerns. After some discussion, the Trustees asked this be addressed by policy in the coming

months.

2. Facilities Report - Director of Facilities and Maintenance, Tim Haag discussed the details of the attached report. The trustees made inquiries on how the sampling of “Projects in Progress” are selected and suggested future amendments to create a better scope of the Facilities and Maintenance department’s needs. Director Haag notified the trustees that the John Brown Elementary parking lot will likely be an action item at a future meeting as the City of Rathdrum will be doing work on the road, giving the District an opportunity to address resurfacing the parking lot.
3. Superintendent Report - There was no discussion regarding the Superintendent’s attached report.
4. Assistant Superintendent Report - The Assistant Superintendent, Jake Massey reviewed the new testing processes and their resulting variances from the new processes implementation. The Trustees indicated they would like to see classroom stats such as the number of students passing, homework and overall grades in conjunction with the new testing processes to acquire a better understanding of student success. Mr. Massey indicated his appreciation for the Trustees willingness to develop a more robust picture of what is happening in the classroom. Mr. Massey also gave notification of proposed changes to the School Resource Officer contracts from the Kootenai County Commissioners. The newly proposed agreement would put 100% of the financial burden and an additional 25% administrative cost onto the Lakeland Joint School District. This is concerning as those officers are utilized outside of the District during summer months and vacations, and will create a significant, unexpected financial burden. The Trustees indicated they are not willing to continue this relationship with the county under the proposed agreement. This concern will be an ongoing discussion in the coming months.
5. Financial Report - Chief Financial Officer, Jessica Grantham reported the District is currently in good financial standing but provisions will need to be made to address long-term facilities needs. The cost of installing backflow prevention meters at Lakeland High School was discussed at length. Direction was given from the Trustees to look into the timeline and circumstances of the project to determine if it was appropriate for the City of Rathdrum’s Water Department to pass the cost of those projects to the District. CFO Grantham also reviewed recent food service numbers and changes in the approach to food preparation. A “from scratch” approach has been successful; however the free and reduced lunch program is not being utilized due to the information required on the forms. Additional outreach will be taking place to mitigate the declining program numbers. There was also discussion on the success of the activity buses and potential projects that could be addressed with the leftover allocated funds. CFO Grantham asked the trustees what they would like to see in the utilities report and the trustees agreed they would like the same information to be available to the public as part of the financial report going forward.

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

**Motion:** Trustee Bain moved to approve the consent agenda.

**Second:** Trustee Grissom seconded the motion.

**Outcome:** Motion carried unanimously.

## **I. Action Items**

I.1. Custodian of Records Handbook Revisited - After reviewing the proposed updates and revisions from the November Regular Board Meeting, Trustee Bain indicated she would like to see the previous retention schedule. Chair Thompson would like to remove the footer from the document and all agreed the formatting needed to be simplified. Chair Thompson would also like to ensure the Handbook is an actionable document with information that is accurate, accessible and repeatable.

**Motion:** Chair Thompson moved to table the Custodian of Records Handbook with the intention of revisiting the document with the suggested changes, in the next two months.

**Second:** Trustee Grissom seconded the motion.

**Outcome:** Motion carried unanimously.

I.2. Clerk of the Board Job Description - The trustees reviewed the suggested changes to the Clerk of the Board Job Description. After some discussion, Trustee Bain indicated that Chair Thompson had completed the revisions the Trustees had requested throughout their previous discussions.

**Motion:** Chair Thompson moved to approve the suggested revisions to the Clerk of the Board job description.

**Second:** Trustee Grissom seconded the motion.

**Outcome:** Motion carried unanimously.

I.3. Plant Facility Levy - District Leadership is requesting the Trustees approval to proceed with taking the attached Plant Facility Levy Proposal to the District's legal team with the intent of putting forth the proposed levy for the ballot in May 2026. CFO Grantham discussed the District's need to maintain its aging facilities and the concerns the costs associated with those maintenance tasks are not fiscally attainable within the District's current financial framework. Without the proposed levy, these imminent maintenance concerns cannot be addressed within the next school year, and any catastrophic maintenance repairs that arise in the future would not have funding. CFO Grantham indicated the proposed levy would have a tax payer cost of approximately \$30.24 per \$100,000 of appraised tax payer property value. The trustees would like the proposed levy documents to be made more available to the public and agreed the District is in a complicated position as there are no funding mechanisms in place for long term facility needs.

**Motion:** Trustee Bain moved to advance the Plant Facility Levy to the legal department with further discussion on the details of the levy to take place at a future workshop.

**Second:** Trustee Brodhead seconded the motion.

**Outcome:** Motion carried unanimously.

I.4. Supplemental Materials - Assistant Superintendent, Jake Massey, reviewed the attached supplemental materials.

**Motion:** Chair Thompson moved to approve the attached supplemental materials.

**Second:** Trustee Bain seconded the motion.

**Outcome:** Motion carried unanimously.

## **J. Discussion Items**

J.1. Bus Driver Contracts and Hiring Process - This agenda item was discussed during section G.1. Transportation Report.

J.2. Administrator Communication - Trustee Quimby would like to have a future meeting to discuss the needs and concerns of the District with the Department heads and the Principals of each school. This would include a summary of departments, staff and what concerns need to be addressed within each school and department. The Trustees were in agreement that this type of conversation would be beneficial and asked the Superintendent to proceed with scheduling this as an Executive Session on March 11th at 6:00 p.m.

J.3. IBB - The trustees reviewed the attached Lakeland Employee Association documents and determined further discussion would take place at the upcoming Special Meeting on March 4th at 6:00 p.m.

J.4. Superintendent Evaluation - The Board of Trustees announced they would like to proceed with the Superintendent Evaluation at the Regular Board Meeting on March 18th. After discussing the multiple options for collecting and documenting the evaluation process, the Trustees agreed to proceed with the document created by the Superintendent with the goals identified at the November 19th, 2025 meeting. The Clerk of the Board will provide the evaluations to the Trustees in advance of the March 18th meeting.

J.5. District Office Parking - Chair Thompson indicated she would like to see District Staff leave the front parking spaces for visitors to the District Office. After some discussion, it was decided that the front three spaces and the handicap parking spot will be reserved for visitors.

## **K. Dates to Remember**

The trustees reviewed the following dates:

***February 19th at 11:15 a.m.*** - State of the Community, Chamber of Commerce

***March 4th at 6:00 p.m.*** - IBB Workshop

***March 12th at 5:30 p.m.*** - Long Range Planning Committee

With the addition of:

***March 11th at 6:00 p.m.*** - Principals & Department Head Executive Session

## **L. Board Member Input for Future Agenda Items**

The trustees re-confirmed the Superintendent Evaluation will take place at the March 18th meeting.

## **M. Enter Into Executive Session per IC 74-206 (1)(d)**

**Motion:** Trustee Grissom moved to enter into executive session

pursuant to IC 74-206 (1)(d).

**Second:** Trustee Quimby seconded the motion.

**Roll Call:** Trustee Bain: Yes

Trustee Brodhead: Yes

Chair Thompson: Yes

Trustee Quimby: Yes

Vice Chair Grissom: Yes

M.1. Executive Session

Recess: 8:21 p.m.

Entered: 8:30 p.m.

In Attendance: Superintendent Rusty Taylor, Assistant Superintendent Jake Massey, Acting Clerk of the Board Olivia Jones and training Clerk of the Board Sara Broderius

Session Concluded: 9:39 p.m.

M.2. Executive Session

Entered: 9:39 p.m.

In Attendance: Training Clerk of the Board Sara Broderius

Session Concluded: 10:09 p.m.

**Post Executive Session**

The Regular Meeting reconvened at 10:10 p.m. with no action being taken.

Meeting adjourned at: 10:10 p.m.

Attests:

Respectfully Submitted:

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Michelle Thompson, Board Chair

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Sara Broderius, Clerk of the Board