AGENDA
Kamiah Joint School District #304 Board of Trustees
Kamiah High School Library
Tuesday, February 17th, 2026
Executive Session, 5:00 PM
Regular Meeting, 6:30 PM

SECTION A – EXECUTIVE SESSION

Moved by _____ to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Note: Need to take a roll call vote and need to have 2/3 vote recorded in the minutes.

SECTION B – OPENING ACTIVITIES

I. Call Meeting to Order
II. Pledge of Allegiance
III. Public Comments

This time has been set aside for those attending the Board meeting to speak to any item that is not on the agenda. Time will be limited to three (3) minutes. Personnel issues cannot be brought up or discussed. This will be the only time during the meeting that the public will be invited to comment on items that are not on the agenda.

SECTION C – Action Items – CONSENT AGENDA

I. Approval of Minutes
- January 14th, 2026 – Regular Meeting Minutes
- January 26th, 2026 – Special Meeting Minutes
- February 2nd, 2026 – Special Meeting Minutes

II. Approval of Bills
III. Approval of Termination
- Employee "A"

IV. Approval to Hire
- Cecilia Phillips – Behavior Interventionist Aide – (Half-Time)

V. Approval of Substitutes
- Ball, Katie
- French, Karen

SECTION D – Action Items – REPORTS

I. Superintendent's Report & Recognitions
II. Principal Report
III. ASB Report
IV. Financial Report

SECTION E – Action Items – BUSINESS

I. **HOSA**
- State Leadership Conference
  - ✓ March 11th, 2026 – March 13th, 2026
  - ✓ Boise, Idaho
    - ➢ Darra Snyder

II. **School Calendar 2026-2027**

III. **Food Service RFP**

IV. **McKinstry**

V. **Set Date and Time for Special Board Meeting**

SECTION F – INFORMATIONAL ITEMS

I. **Student Enrollment – February 2026**

II. **Thank You Card – Ben Detweiler Family**

III. **Idaho Education Law Seminar**
- Boise Centre on the Grove
  - ✓ Monday, April 27th, 2026 – Tuesday, April 28th, 2026

Kamiah Jt. School District #304

January 14th, 2026 Regular Meeting Minutes

Executive Session—6:00 p.m. Regular Meeting—6:30 p.m.

The Board of Trustees of Kamiah Jt. School District met in the Kamiah High School Library. Board Members present were Chairman Rikki Simler, Vice Chairman Damon Keen, Board Member Terri Skinner, Board Member Tom Rodriguez and Board Member Jesse Hunt. Also present for the meeting was Superintendent Mr. Paul Anselmo and Clerk Tracy Lynde.

SECTION G---EXECUTIVE SESSION

At 6:00 p.m., Moved by Board Member Rodriguez to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Motion was seconded by Board Member Skinner. Chairman Simler called for a roll call vote. Chairman Simler voted Aye, Vice Chairman Keen voted Aye, Board Member Skinner voted Aye, Board Member Rodriguez voted Aye and Board Member Hunt voted Aye. Motion carried.

Superintendent Evaluation was discussed.

Personnel Issues were discussed.

Board Member Rodriguez moved to adjourn the Executive Session at 6:33 p.m. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 6:35 p.m., Chairman Simler welcomed the audience and called the Regular Meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was Tasha Abell, Patron.

III. Public Comments

Chairman Simler asked for public comments on non-agenda items. There was no public input at this time.

Board Member Rodriguez asked for the Consent Agenda to be separate motions.

SECTION B---Action Items---CONSENT AGENDA

I. Approval of Minutes

- December 15th, 2025 – Regular Meeting Minutes
- January 5th, 2026 – Special Meeting Minutes

Board Member Roediguez moved to approve the Minutes as listed. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

II. Approval of Bills

Board Member Skinner moved to approve the Bills as presented. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

III. Approval of Emergency Closure

- December 17th, 2025

Board Member Rodriguez moved to approve the Emergency Closure as listed. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

IV. Approval to Hire

- Rebecca Tuning – Behavior Interventionist Aide – (Half-Time)
- Kandice Oatman – Behavior Interventionist Aide – (Half-Time)

Board Member Hunt moved to approve the New Hires as Listed. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

V. Approval of Substitute

- Rebekah Denmark

Lack of a Motion. No Action Taken.

SECTION C---Action Items---PL-874 HEARING

Chairman Simler called The PL-874 Hearing to order.

Board Member Hunt moved to open the PL-874 Hearing. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

Superintendent Anselmo informed the Board of Trustees and audience how the Impact Aid Revenue affects programs, including extracurricular activities, within their schools. He did state that all programs are accessible and available to all students.

Superintendent Anselmo explained that Impact Aid revenue received by the District is based on the number of students served by Kamiah Joint School District whose parents live and/or work on federal lands. PL-874 monies come from Federal Land including tribal and reservation lands that do not generate money from resident's taxes. The PL-874 funds are paid by the Federal Government in lieu of local taxes to help support the school district. Superintendent Anselmo continued by saying that school district may use their Impact Aid payments for whatever expenses they choose, such as teacher salaries, utilities, facilities maintenance, and supplies.

Chairman Simler asked if there were any comments from the audience.

No Public Comment.

Vice Chairman Keen moved to approve the submission of the Public Law 874 application. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

Vice Chairman Keen moved to adjourn The PL-874 Hearing. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION D---Action Items---REPORTS

I. Superintendent's Report & Recognitions

Superintendent Anselmo was present. He gave a brief report.

II. Principal Report

Head Teacher Amy Sams and Principal David Harrington were present. They both gave a verbal report.

III. ASB Report

Hope Michaelson was present for Abigail Snyder. She gave a verbal report.

IV. Financial Report

Business Manager Cain submitted a Financial Report.

SECTION E---Action Items---BUSINESS

I. Oath of Office

- Zone I – Rikki Simler
- Zone II – Terri Skinner

Clerk Lynde administered the Oath of Office to Board Members Rikki Simler and Terri Skinner.

II. Code of Ethics

- Review and Sign

All Board Members reviewed and signed the Code of Ethics for School Board Members.

III. Reorganize the Board

- A Chairperson needs to be elected

The meeting was handed over to the Superintendent.

Board Member Rodriguez moved to nominate Rikki Simler as Chairperson for the Board of Trustees. Board Member Hunt seconded the motion. Superintendent Anselmo Closed Nominations. Superintendent Anselmo called for a vote. The Board voted aye unanimously. Motion carried.

- A Vice-Chairperson needs to be elected

Board Member Skinner moved to nominate Damon Keen as Vice-Chairperson for the Board of Trustees. Board Member Rodriguez seconded the motion. Chairman Simler Closed Nominations. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

- Appoint a Clerk/Treasurer

Board Member Hunt moved to appoint Tracy Lynde as Clerk / Treasurer. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

- Appoint a Custodians for All Public Records

Board Member Rodriguez moved to appoint the Superintendent, District Clerk and Business Manager as Custodians for All Public Records. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

IV. Set Date, Time and Place of Regular Board Meetings

- The third Monday of each month
- 6:00 p.m., Executive Session, 6:30 p.m., Regular Session
- High School Library

Vice Chairman Keen moved to continue with the third Monday of each month, at 6:00 p.m. for Executive Session, 6:30 p.m. for Regular Session and The High School Library for the place of the Regular Board Meetings. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

V. Approve Posting Places for Board Meetings

- Board Meeting Agendas are posted at the following locations:
  - Kamiah School District Office
  - Kamiah School District Website

Upon the recommendation of Superintendent Anselmo, Board Member Hunt moved to approve the posting sites for the Board Meetings to be The Kamiah School District Office and the Kamiah School District Website. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VI. Approval of Overnight Stays

- High School Wrestling
  - Lewiston Clearwater Classic Tournament
    - January 16th & 17th, 2026
  - Coeur d'Alene North Idaho Rumble Tournament
    - January 30th & 31st, 2026
  - Weiser Wrestling Tournament
    - February 6th & 7th, 2026
  - Nampa - State Championships – Ford Center
    - February 27th & 28th, 2026

Upon the recommendation of Superintendent Anselmo, Vice Chairman Keen moved to approve the Overnight Stays for High School Wrestling listed above. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VII. McKinstry

- Approval of Phase III

McKinstry submitted a Phase III Proposal. The estimate was $ 500,000, plus or minus 20%. No Action Taken.

VIII. Approval of Policies

- Series 2000
  - ✓ Policy No. 2445 – District Provided Virtual Instruction: Attendance Tracking
  - ✓ Policy No. 2605 – Advancement Requirements (6 through 9)
- Series 4000
  - ✓ Policy No. 4260 – Records Available to Public
  - ✓ Policy No. 4260F – District Record Request Form
- Series 7000
  - ✓ Policy No. 7225 – Financial Fraud and Theft Prevention
  - ✓ Policy No. 7235 – Fiscal Accountability and Federal Grant Funds
  - ✓ Policy No. 7237 – Retention of Records Relating to Federal Grants
  - ✓ Policy No. 7270 – Property Records
  - ✓ Policy No. 7320 – Allowable Uses for Grant Funds
  - ✓ Policy No. 7320P2 – Allowable Uses for Grant Funds – Selected Items of Cost
  - ✓ Policy No. 7400P1 – Miscellaneous Procurement Standards – Federal Award
  - ✓ Policy No. 7400P2 – Miscellaneous Procurement Standards – Procurement
  - ✓ Policy No. 7400P4 – Miscellaneous Procurement Standards – General Procurement Standards for Federal Awards
  - ✓ Policy No. 7403 – Procurement of Goods and Services for School Meal Programs
  - ✓ Policy No. 7405 – Public Works Contracting and Procurement
  - ✓ Policy No. 7430 – Travel Allowances and Expenses
  - ✓ Policy No. 7450 – Federal Cash Management Policy
  - ✓ Policy No. 7450P2 – Federal Cash Management Policy – Federal Program Income
  - ✓ Policy No. 7455 – Federal Debarment and Suspension
  - ✓ Policy No. 7600 – Declaration of Financial Emergency

Superintendent Anselmo recommended approving the Policies as written. Board Member Rodriguez moved to approve the Policies as written. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION F---INFORMATIONAL ITEMS

I. Student Enrollment – January 2026

A copy of the Student Enrollment—January 2026 was provided to the Board Members.

II. Day On The Hill

- Boise, Idaho
  - Monday, February 16th, 2026 – Tuesday, February 17th, 2026

The Board of Trustees was informed of Day On The Hill.

Chairman Simler adjourned the meeting at 7:26 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk

SPECIAL AGENDA Amended
Kamiah Joint School District #304 Board of Trustees
District Office
Monday, January 26th, 2026
Executive Session: 4:00 p.m.
Open Session: To Follow

SECTION A --- OPENING ACTIVITIES

I. Call Meeting to Order
II. Pledge of Allegiance

SECTION B --- EXECUTIVE SESSION

Moved by _____ to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Note: Need to take a roll call vote and need to have 2/3 vote recorded in the minutes.

SECTION C --- CONSENT AGENDA

No Consent Agenda

SECTION D --- REPORTS

No Reports

SECTION E --- BUSINESS

I. Administration Configuration

SECTION F --- INFORMATIONAL ITEMS

No Informational Items

Kamiah Jt. School District #304

January 26th, 2026 Special Meeting Minutes

Executive Session – 4:00 p.m. Special Meeting — To Follow

The Board of Trustees of Kamiah Jt. School District met in the Kamiah School District Office. Board Members present were Chairman Rikki Simler, Vice Chairman Damon Keen, Board Member Jesse Hunt, Board Member Tom Rodriguez and Board Member Terri Skinner. Also present for the meeting was Clerk Tracy Lynde.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 4:00 p.m., Chairman Simler welcomed the audience and called the special meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was led by Tracy Lynde, Clerk.

SECTION B---EXECUTIVE SESSION

At 4:00 p.m., Moved by Vice Chairman Keen to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(b) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(c) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Motion was seconded by Board Member Rodriguez. Chairman Simler called for a roll call vote. Chairman Simler voted Aye, Vice Chairman Keen voted Aye, Board Member Skinner voted Aye, Board Member Rodriguez voted Aye and Board Member Hunt voted Aye. Motion carried.

Superintendent Evaluation was discussed.

Personnel Issues were discussed.

Board Member Hunt moved to adjourn the Executive Session at 5:44 p.m. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION C---CONSENT AGENDA

There was no Consent Agenda.

SECTION D – REPORTS

There were no Reports.

SECTION E – NEW BUSINESS

I. Administration Configuration

After a discussion, Board Member Hunt moved to approve the Administration Configuration to be a 1 Position - 1.0 FTE K-3 Head Teacher, 1 Position - 1.0 FTE K-8 Principal and 1 Position - 0.50 FTE Superintendent/0.50 FTE 9-12 Principal. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION F---INFORMATIONAL ITEMS

There was no Informational Items.

Chairman Simler adjourned the meeting at 5:48 p.m.

Rikki Simler
Rikki Simler, Board Chairman

Tracy Lynde
Tracy Lynde, Board Clerk

SPECIAL AGENDA
Kamiah Joint School District #304 Board of Trustees
District Office
Monday, February 2nd, 2026
Executive Session: 3:00 p.m.
Open Session: To Follow

SECTION A --- OPENING ACTIVITIES

I. **Call Meeting to Order**
II. **Pledge of Allegiance**

SECTION B --- EXECUTIVE SESSION

Moved by _____ to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Note: Need to take a roll call vote and need to have 2/3 vote recorded in the minutes.

SECTION C --- CONSENT AGENDA

I. **Approval of Resignations**
- Jody Dow – Secondary Teacher
- David Harrington – Secondary Principal
- Paul Anselmo - Superintendent

II. **Approval of Emergency Closure**
- January 29th, 2026 – All Schools

SECTION D --- REPORTS

No Reports

SECTION E --- BUSINESS

I. **Superintendent Search**
- 2026-2027 School Year

SECTION F --- INFORMATIONAL ITEMS

No Informational Items

8 January 2026

Mr, Jody B. Dow
710 Bryan Drive
Kamiah, Idaho 83536
(208) 702-2088

Mr. Paul Anselmo
Superintendent
Kamiah Joint District #304
1102 Hill Street
Kamiah, Idaho 83536

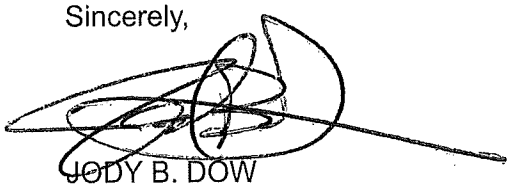
Dear Mr. Anselmo,

I would like to offer my resignation/retirement from the Kamiah Joint School District #304 effective at the end of the current contract year.

Thank you for allowing me the opportunity to be a part of the Kamiah Joint School District for the past ten years. It has been an incredible growth and learning experience, and the work has been both challenging and rewarding.

I wish you and the staff the best in the years to come.

Sincerely,



JODY B. DOW
High School Teacher
Mathematics, Geography, Economics

Kamiah High School
1102 Hill Street
Kamiah, ID 83536

December 16, 2025

TO: Supt. Paul Anselmo and the Board of Trustees School Dist. 304

Please accept this letter of resignation effective the last day of my contract in June, 2026. Coming back to work as Kamiah High School's Principal has truly been a highlight of my career and I am grateful for the opportunity. I never imagined I would come out of retirement to be the Principal of the same high school I graduated from so many years ago. Nearly my entire family have been involved with the Kamiah School District for the past 60 years. My time here at KHS has been memorable and I have enjoyed the students, staff, and parents of KHS immensely. I have the upmost respect for Supt. Anselmo and the Board of Trustees. The Kamiah School District has strong leadership and it has been an honor to serve as your high school Principal. Thank you.

Sincerely,

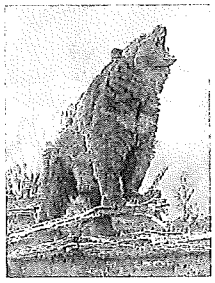
Dave Harrington

Dave Harrington

Principal/Kamiah High School

David Harrington, Principal
Phone (208) 935-4067 FAX (208) 935-4068

"Home of the Kamiah Kubs"



KAMIAH JT. SCHOOL DISTRICT NO. 304

1102 Hill Street, Kamiah, ID 83536
Phone: (208) 935-2991 Fax: (208) 935-4005

Mr. Paul Anselmo
Superintendent
Federal Programs Director
(208) 935-4001
panselmo@kamiah.org

Sara Cain
Business Manager
(208) 935-4004
scain@kamiah.org

Tracy Lynde
District Clerk/Treasurer
Human Resources Director
(208) 935-4003
tlynde@kamiah.org

January 26, 2026

Kamiah Joint School District #304 Board of Trustees,

This letter is to serve as my notice declining a formal evaluation this year due to my departure from the district effective July 1, 2026. I have thoroughly enjoyed my 4 years in the district and appreciate the opportunity to have served as Superintendent. I wish you all well in the future, and as I head off to new adventures I have nothing but positive thoughts and love in my heart for this district. Thank you for all you do for our students and continue to strive for greatness!

Sincerely,

Paul Anselmo

Superintendent

KJSD #304

Kamiah Jt. School District #304

February 2nd, 2026 Special Meeting Minutes

Executive Session – 3:00 p.m. Special Meeting — To Follow

The Board of Trustees of Kamiah Jt. School District met in the Kamiah School District Office. Board Members present were Chairman Rikki Simler, Vice Chairman Damon Keen, Board Member Jesse Hunt (Via Telephone), Board Member Tom Rodriguez and Board Member Terri Skinner. Also present for the meeting were Superintendent Paul Anselmo and Clerk Tracy Lynde.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 3:00 p.m., Chairman Simler welcomed the audience and called the special meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was led by Tracy Lynde, Clerk.

SECTION B---EXECUTIVE SESSION

At 3:00 p.m., Moved by Vice Chairman Keen to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Motion was seconded by Board Member Skinner. Chairman Simler called for a roll call vote. Chairman Simler voted Aye, Vice Chairman Keen voted Aye, Board Member Skinner voted Aye, Board Member Rodriguez voted Aye and Board Member Hunt voted Aye. Motion carried.

Superintendent Vacancy was discussed.

Personnel Issues were discussed.

Board Member Hunt left the meeting at 3:10 p.m.

Vice Chairman Keen moved to adjourn the Executive Session at 3:31 p.m. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION C---CONSENT AGENDA

I. **Approval of Resignations**
- Jody Dow – Secondary Teacher
- David Harrington – Secondary Principal
- Paul Anselmo - Superintendent

II. **Approval of Emergency Closure**
- January 29th, 2026 – All Schools

Superintendent Anselmo recommended the approval of the Consent Agenda. Vice Chairman Keen moved to approve the Consent Agenda. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION D – REPORTS

There were no Reports.

SECTION E – NEW BUSINESS

I. **Superintendent Search**

After a discussion, Vice Chairman Keen moved to have Clerk Lynde post on the IASA (Idaho Association of School Administrators) website for a Full-Time Secondary (Grades 9-12) Principal/ Superintendent. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION F---INFORMATIONAL ITEMS

There was no Informational Items.

Chairman Simler adjourned the meeting at 3:45 p.m.

Rikki Simler
Rikki Simler, Board Chairman

Tracy Lynde
Tracy Lynde, Board Clerk