

## **Lakeland Joint School District #272**

15506 N. Washington Street, Rathdrum, Idaho 83858  
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**LJSD Vision: A community committed to academic excellence - dedicated to student success.**

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May 28, 2026

Mr Rusty Taylor  
795 Stardust Trail Street  
David, AZ 85630

Subject: Termination of Employment as Superintendent

Dear Mr. Taylor:

This letter serves as official notification that the Lakeland Joint School District Board of Trustees ('Board') has voted to terminate your employment as Superintendent of the Lakeland Joint School District. After careful consideration, the Board is ending your employment retroactive to March 23, 2026 when the Board placed you on paid administrative leave. This decision was made based on your request for a contract buy-out, in accordance with the terms of your employment contract, applicable Idaho law, and Board policies.

You will receive a single payment in the amount of \$85,995.34 (EIGHTY-FIVE THOUSAND, NINE HUNDRED NINETY-FIVE DOLLARS AND THIRTY-FOUR CENTS). This contract buy-out is what you are entitled to under your current administrator contract that expires on June 30, 2027 and includes the gross wage amount of \$180,936.13 less \$11,218.04 for FICA withholding, \$57,797.54 for federal tax withholding, \$2,623.57 for Medicare withholding, \$8,682.00 for state tax withholding, and \$14,619.64 for PERSI withholding.

Additionally, a letter of reprimand will be placed in your personnel file and is included with this letter. Pursuant to District policy, you may submit a written response or rebuttal to the letter of reprimand for inclusion in your personnel file within seven (7) days of the receipt of the letter.

This action concludes your employment relationship with the Lakeland Joint School District..

Sincerely,

A handwritten signature in blue ink, appearing to read "Michelle Thompson".

Michelle Thompson,  
Board Chair  
Lakeland School District No. 272