

Lakeland Joint School District #272

Jake Massey, Interim Superintendent of Schools

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Board Agenda Item

AGENDA ITEM: Action Item

PURPOSE: ADSS Position and or/SRO position for Lakeland Middle School

MEETING DATE: July 15, 2026

PREPARED BY: Jake Massey

INFORMATIONAL SUMMARY:

After opening the Armed District Safety Specialist (ADSS) position on May 7 and interviewing on June 24, we are not recommending any candidates for hire at this time.

As the trustees are aware, this is a unique position and one that is not easy to fill.

The ADSS position is still posted, and we plan to review applications as they come in and complete a formal “pre-screening” with a team on at least a quarterly basis. If the pre-screening team identifies qualified candidates, we’ll set up interviews at that time. This will hopefully set us up to operate on a much more comfortable timeline knowing that ADSS background checks and other onboarding can take several months.

SUPERINTENDENT RECOMMENDATION:

I recommend that we continue to keep the ADSS position posted, review applications on at least a quarterly basis, and interview candidates when they make it through the pre-screening process.

I recommend that we pursue an additional SRO with Rathdrum Police Department as security coverage for Lakeland Middle School until we can fill the position with an ADSS.