



Freeman School District

FREEMAN SCHOOL DISTRICT BOARD MEETING

Published on December 5, 2025 at 11:34 AM PST

Amended on December 10, 2025 at 2:57 PM PST

Date and Time

Wednesday December 10, 2025 at 6:00 PM PST

Location

PRTC - 14815 S Jackson Rd, Rockford, WA 99030

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

The Freeman School District is the center of a unique, rural community. With pride, commitment and caring, we provide a safe environment for all students to experience meaningful, rigorous learning opportunities that allow them to dream and develop into capable, confident and ethical members of the 21st Century.

Agenda

I. Opening Items

- A. Record Attendance
- B. Call the Meeting to Order

C. Pledge of Allegiance

D. Establish Quorum

E. Approve Minutes

II. Consent Agenda

A. December 2025 Consent Agenda Items

III. Board Recognition

A. Above and Beyond Award

IV. Board Reorganization

A. Review Board Policy No. 1210

B. Call for Nominations for Chairperson

C. Board Chairperson Election (Roll Call Vote)

D. Assumption of Office by New Chairperson

E. Call fo Nominations for Vice Chairperson

F. Board Vice Chairperson Election (Roll Call Vote)

G. Call for Nominations for WIAA Representative

H. WIAA Representative Election (Roll Call Vote)

I. Call for Nominations for WSSDA Legislative Representative (2 years)

J. WSSDA Legislative Representative Election (Roll Call Vote)

V. Pace Character Trait

A. CARING

Showing a genuine concern for the welfare of others and being a kind, supportive helper.

VI. Correspondence

VII. Building Reports

- A.** Lisa Phelan, Elementary School Principal - Assistant Superintendent
- B.** Jim Straw, Middle School Principal
- C.** Jeff Smith, High School Principal
- D.** Chad Ripke, HS Assistant Principal - Athletic Director
- E.** Mike Allen, K-8 Principal Assistant - Athletic Director

VIII. Department Reports

- A.** Kent Bevers, Nutrition Services Director
- B.** Everett Combs - Transportation Director
- C.** Kirk Lally, Maintenance/Grounds Director
- D.** Stacey Rawson, Interim Director of Student Services
- E.** Todd Reed, Technology Director

IX. Superintendent's Report

- A.** Curriculum, Instruction and Assessment
- B.** School Safety, Culture and Environment
 - Update regarding the 2026 Safety, Security & Technology Plan
- C.** Partnering with Parents and School/Community
 - FSD Solar Project Update - David Funk
- D.** Fiscal and Legal Accountability
 - Review Board Policy No. 1630 - Evaluation of the Superintendent
 - Cash Flow
 - Enrollment

X. Board Comments

XI. Visitors Comments & Concerns

XII. Unfinished Business

- A. Approval of Board Policy & Procedure No. 3226 - 2nd Reading
- B. Approval of Board Policy No. 5010 - 2nd Reading
- C. Approval of Board Policy No. 6022 - 2nd Reading
- D. Approval of Board Policy No. 1111 - 2nd Reading

XIII. New Business

- A. Oath of Office - All Board Members
- B. Approval of Board Policy No. 1815 - 1st Reading
- C. Approval of Board Policy & Procedure No. 5260 - 1st Reading
- D. Approval of Surplus FMS Office Furniture

XIV. Other Information

- A. Future Board Meetings

XV. Personnel

- A. Personnel Action

XVI. Closing Items

- A. Adjourn Meeting

Freeman School District 15001 South Jackson Road Rockford, WA 99030
Pride | Commitment | Caring

Coversheet

December 2025 Consent Agenda Items

Section:	II. Consent Agenda
Item:	A. December 2025 Consent Agenda Items
Purpose:	
Submitted by:	
Related Material:	CONSENT AGENDA 12-10-2025.pdf 11-19-2025 Board Meeting Minutes.pdf

CONSENT AGENDA:

November 19, 2025 Board Minutes

Dec. Credit Card (BMO) Payment General Fund Not to Exceed	\$20,000.00
Dec. Credit Card (BMO) Payment ASB Fund Not to Exceed	\$3,000.00
December General Fund AP Not to exceed	\$150,000.00
December ASB Fund AP Not to exceed	\$36,000.00
December Payroll Not to exceed	\$1,005,000.00
January Mid-month Payments, not to exceed	\$35,000.00

DRAFT



Freeman School District

Minutes

FREEMAN SCHOOL DISTRICT BOARD MEETING

Date and Time

Wednesday November 19, 2025 at 6:00 PM

Location

PRTC - 14815 S Jackson Rd, Rockford, WA 99030

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

The Freeman School District is the center of a unique, rural community. With pride, commitment and caring, we provide a safe environment for all students to experience meaningful, rigorous learning opportunities that allow them to dream and develop into capable, confident and ethical members of the 21st Century.

Directors Present

A. Keebler, B. Morphy, D. Santman, D. Teague, N. Talbott

Directors Absent

None

Guests Present

A. Steinolfson, Aimee Hoyt, Arlen Frazier, Chad Ripke, Crystal Kidd, Everett Combs, J. De Peralta, James Jydstrup, Jeff Smith, Jim Straw, Kent Bevers, Kirk Lally, L. Phelan, Linda Mega, Lisa Frazier, Mike Allen, R. Russell, Stacey Rawson, T. Reed, Taylors, Terry Zeimantz

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Teague called a meeting of the board of directors of Freeman School District to order on Wednesday Nov 19, 2025 at 6:00 PM.

C. Pledge of Allegiance

Dustin Taylor led us in the flag salute.

D. Establish Quorum

There was a quorum present.

E. Approve Minutes

A. Keebler made a motion to approve the minutes from FREEMAN SCHOOL DISTRICT BOARD MEETING on 10-22-25.

B. Morphy seconded the motion.

The board **VOTED** unanimously to approve the motion.

II. Consent Agenda

A. November 2025 Consent Agenda Items

Annie Keebler moved the Board approve the November 19, 2025 consent agenda, as presented. Danielle Santman seconded the motion and it passed unanimously.

III. Board Recognition

A. FHS Boys Cross Country Recognition - STATE CHAMPIONS

Freeman High School Cross Country Coaches Mallory McDonald and Leah Heideman were in attendance with 7 members of the FHS Boys Cross Country State Championship Team. The Board was happy to recognize such an amazing achievement and acknowledge how well they represented Freeman this season.

Josiah - senior - 12th at state

Owen - junior - 16th at state

Eli - freshman - 9th at state

Alex - junior - alternate

Josiah - senior - 24th at state

Micah - junior - 6th at state

Oliver - junior - 28th at state

They manifested the state championship and worked incredibly hard over the summer in particular running hundreds of miles each in preparation for the season.

B. Above and Beyond Award

Arlen Frazier was selected for our Above and Beyond Award! Arlen has been a great supporter of Freeman over the years, donating his time, energy and resources - including supplies to Mr. Rae in the FHS woodshop. We are grateful for your support, Arlen!

C. Freeman Robotics Presentation - Archaeology

The Board welcomed the Freeman Robotics Team who presented the work they have been doing on an archaeology project. Barbara Berg manages the robotics program with 17 kids this year. Robotics is a sport that can be lettered in. They practice for a very long time with limited performance opportunities (unlike other sports), so it can be challenging when it comes to performance day. The robotics group comes up with a new theme each year, and this year it is archaeology.

The youngest group of 4th, 5th and 6th graders (Team Robo Rex) presented how archaeologists can use drones to help in their problem solving, and they showed us the drone that they built.

The next group of 5th to 8th graders (Team lost and found) presented their work on trying to solve the problem of tents blowing away - what solutions have been used in the past and what new methods can they try.

The board was then invited to see their robots in action. Thank you, Freeman Robotics!

IV. Pace Character Trait

A. CITIZENSHIP

Positively contributing to society & community and dutifully respecting authority & the law.

V. Building Reports

A. Lisa Phelan, Elementary School Principal-Assistant Superintendent

Overview

For the 2025-26 school year, Freeman Elementary School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are

committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- PTSG events - the Hoe Down on November 14th was a huge success with profit estimated at \$4,500, which is one of the best yet; Craft Night is scheduled for December 12th and is open to our Freeman community where kids make many crafts to give as gifts
- Our first PACE Assembly was November 19th - it's such a great way to honor kids, and there was a fun addition where Mr. McKeown was pied in the face by two students who won the opportunity through a raffle drawing at the Hoe Down - thank you Mr. M
- Professional Learning Collaboration with a focus on student growth goals and scheduling of observations are happening weekly and going well
- CEE data review and sharing of results

Enrollment

TK = 38 and P3 = 4 K = 67 1st = 49 2nd = 66

3rd = 58 4th = 72 5th = 58= 408

Lost a family who moved to Canada, but then had new enrollment that balanced it out

B. Jim Straw, Middle School Principal

Overview

For the 2025-26 school year, Freeman Middle School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- >Conferences - 55 scheduled and had great connections with families
- >Mental Health Presentations in 6th Grade Health - Mrs. Archibald (K-8 counselor) delivered those presentations and there were only 3 families that opted out - great feedback and appreciation from parents
- >Veterans' Day Assembly was awesome
- >First Round of Observations completed - staff and kids performing at a high level

Enrollment

6th- 57

7th- 72

8th- 64

Total- 193

C. Jeff Smith, High School Principal

Overview

For the 2025-26 school year, Freeman High School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- Successful Fall conferencing: 22 group conferences; 29 individual conferences. This is the largest group of conferences that we've had in a long time.
- Great Veterans Day Program - special thanks to Mr. Monasmith, Ms. Frazier, and Mr. Jydstrup, Ms. Beazer for their work in making it such a success. We served 128 people at the breakfast, which matches pre-covid numbers. Thank you to Dave Teague for guest speaking - it was a very thoughtful message to our community.
- November POWER focus: Ownership - great video that the kids produced - check it out on social media if you haven't had a chance to see it.
- Formal Classroom observations are nearing completion - two more to go, and one teacher tied it in to a professional growth goal.
- FFA Tractor Driving Competition was today - waiting for results as the kids have been working hard.
- Food Drive is happening now through Friday, 11/21 - class competitions are in full swing.

Enrollment

9th = 69, 10th = 56, 11th = 75, 12th = 83 . Total: 283

D. Chad Ripke, High School Assistant Principal-Athletic Director

Overview

Fall sports are going very well.

- Soccer is the 3 seed in the state bracket. The team was league and district champs. They won their 1st round state game 7-0 vs Pateros and they beat Davenport to advance to the final four. They play this Friday, 11/21 at noon, and will play Saturday, 11/22 for either the 3rd/4th place match, or hopefully the championship!
- Football is the 4 seed in the state bracket and hosted Cle Elum last Friday for the win 47-6. We host Okanogan this Friday, 11/21 at 6pm.
- Volleyball finished as league and district champs, and took 2nd in state. Tremendous year!
- The boys cross country team finished the season as state champs. Micah Bessire finished 6th, Eli Beck 9th, Josiah Kann 12th, Owen Offereins 16th, Eli Cotton 18th, Josiah Bessire 24th, and Oliver Jones 28th. Our girls cross country team finished 7th overall. Audrey Santman finished 5th overall, Emma Dreyer 22nd, Elianna Bessire

32nd, Stella Dawe 43rd, Leighla Bias 72nd, Clara Dawe 78th, and Lila Kadzejs 82nd.

Great job by the coaches and the kids.

- Cheer team is doing a great job of supporting our athletic teams and bringing school spirit.

Areas of Focus

- Winter sports started Monday, 11/17.
- Girls wrestling coach has been hired
- Fall State Playoffs

Enrollment

- Boys Basketball - 29 currently
- Girls Basketball - 17 currently
- Boys Wrestling - 21 currently
- Girls Wrestling - 1
- Cheer – 14

E. Mike Allen, K-8 Principal Assistant-Athletic Director

Overview

Work to improve programs and support our student athletes.

Participate in partnership with the Greater Spokane County League (GSCL).

Areas of Focus

Early Winter records

- Volleyball - 8th V and JV, 7th V and JV, combo - they have seen tremendous growth and a great building block for the HS program
- Wrestling - 1-3 currently - we don't have a large number of participants, which makes it tough for us to win overall matches as we don't have kids representing every weight category, so the results don't always represent our successes - they are doing great

Seasons will come to a close with Wrestling All-League at Westwood/Cheney HS and Volleyball December 9th

We have an opening for boys basketball currently, so will be interviewing soon

12/7 peer to peer mentorship program going on a field trip - will report on that at the December meeting

Enrollment

- FMS Volleyball: 60

- FMS Wrestling: 16

VI. Department Reports

A. Kent Bevers, Nutrition Services Director

Overview

Freeman SD Nutrition Services supports the philosophy of the National School Lunch and Breakfast Programs and will provide wholesome and nutritious meals for our students.

Areas of Focus

- Veteran's Day Breakfast – Served 128. Culinary Class students presented very well for the occasion.
- New Dietetics Intern:
 - 4 Week Rotation.
 - Jan 26 – Mar 20.
 - On site M, W, & Th.
 - Christopher Lopez-Rosas.
 - Working with his Professor to integrate the rotation requirements with K8 ASB and/or FHS Culinary Classes.
- Getting great feedback from the meetings with the ASB students about nutrition services.

B. Everett Combs, Transportation Director

Overview

"The students of Freeman are the heart of our community and the reason we serve. The Freeman School District Transportation Department is dedicated to providing safe, reliable, and respectful transportation for all TK–12 students. We are committed to connecting home, school, and community, ensuring every student arrives ready to learn and thrive."

Areas of Focus

- Thank you to Kirk and Paula Lally for the Combs Way sign on property! A nice surprise.
- The night of November 2nd several buses were vandalized
 - Five of the buses had batteries stolen
 - On some of the buses, the batteries were only unbolted
 - On others, the battery cables were cut, which caused extensive damage
 - All the extension cords for the block heaters were also taken
 - All routes were covered that morning, but if they had vandalized one more bus we would not have been able to cover all the routes
- We are working on preventing this from happening again in the future

- Getting quotes for replacement gates at the entrances to all three transportation areas
- Current gate arms are either damaged or unable to function reliably
- We will be getting locks placed on all the battery boxes and fuel doors

October 2025 Mileage and Ridership Data

- To/From total mileage – 16,568
- Ridership total – 17216
 - Morning riders – 8527
 - Afternoon riders – 8099
 - 2nd PM riders – 590
- Routes:
 - Regular Routes – 10
 - Program Routes – 2
 - After school 2nd PM Routes – 2
 - McKinney-Vento Route - 1 currently, but likely 2
- Bill Morphy asked if we have any leads on the vandalism - we could see the truck and trailer on camera, but plates were not clear.

C. Kirk Lally, Maintenance-Grounds Director

Areas of Focus:

1. Winter equipment is ready.
2. Working on getting winter supplies ready - sand and ice melt are in.
3. Still need custodial subs - for example, MS won't have a

Safety:

Working with Todd and Joanna on new emergency manuals. Updating from 2018-2019 as we work with local Law Enforcement and a variety of emergency response teams to consolidate and focus the messaging. More to come.

D. Stacey Rawson, Interim Director of Student Services

Overview

For the 2025-26 school year, Freeman Student Services Department will strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus and Enrollment

Special Education

- Attended a law conference at the end of October and learned a lot of information.
- Working on updating many of the department processes
 - Child Find- District's legal, affirmative duty to locate, identify and potentially evaluate all students living within our bounds who may have a disability and need special education services. Creating a more streamlined process.
 - Annual Child Count due to OSPI Dec. 15. The report is completed.
 - Right Response Training will be complete for all staff who needed it by Dec. 5. This is for anyone working with students who have behavioral challenges that may need restraint.
 - Post School Outcomes Report was completed prior to Nov. 1 deadline. We keep in touch with students who have graduated our program to support their post school transition. Hannah Warr has spearheaded this process and successfully managed this report.
 - 112 Students

Multilingual Learners (MLL)

- No updates at this time.
- 3 students

McKinney Vento/ Foster Youth

- Coordinating closely with transportation to support students
- Connecting families to area community resources including food for the holidays through Fill the Gap and upcoming Tree of Sharing program. 18 families we will be supporting
- We are seeing an increased need for out-of-district transportation services.
- 22 students/ 0 students

Title 1/ Learning Assistance Program (LAP)

- Title/ LAP family engagement was completed at conferences ensuring all families with students receiving intervention have communication about their student's goals and progress.
- 72 students (K-8)

Highly Capable

- Highly Capable Screening tool was purchased. Training will begin on Nov. 20. The screening will roll out in 2nd and 3rd grade in January.

E. Todd Reed, Technology Director

Overview

Provide the highest quality technology-based services, in the most cost-effective manner, to help facilitate the FSD mission

Areas of Focus

- We applied for the FP 507 - School Safety and Preparedness grant, requesting funding to implement district-wide door access control upgrades to enhance campus safety and security. Six million for the entire state, so we'll see if we get approved. This is in follow up to Alyssa's Law for safety and security requirements.
- The Technology Department supported the Veterans Day Assembly by coordinating and help producing the slideshows and audiovisual elements, ensuring a smooth and polished presentation for our students, staff, and community.
- I am continuing to develop both the updated Technology Plan and the district's Safety and Security Plan to ensure aligned, long-term improvements across the campus. Meeting with HS and MS students regarding safety and security to get their input and feedback as one of many steps in this process.

VII. Superintendent's Report

A. Curriculum, Instruction and Assessment

B. School Safety, Culture and Environment

C. Partnering with Parents and School/Community

- The school board will be leaving tomorrow for the WSSDA Conference 2025 in Seattle. A chance to look more closely at the future of the district, and also connect with other school boards across the state to collaborate. Dr. Russell had a great meeting with Dave Teague on Monday to develop their plan for the meetings, and also coordinate their plans to support the Freeman soccer team for their state games on Friday and Saturday since they will be in the area.
- We are hosting the state robotics again in December, which is a wonderful opportunity for our Freeman community!

D. Fiscal & Legal Accountability

- Dr. Russell shared the good news with the Board that our Moody's Rating (A2) will be unchanged. This is important because the better rate we have, the better deal we get for financing. Initially based on cash position they said they would downgrade us, but we met with them and showed them our plan and they decided to keep our rating consistent. The A and B parts of our current bond come off in the next couple of years, so this is an important update.

- Cash Flow - Dr. Russell reminded the Board that November and December are early meetings, so the cash flow projection is delayed a month. He's feeling good about our finances overall, but not feeling good about the upcoming legislative session. Dr. Russell and Lisa Phelan will likely be headed to Olympia a couple of times to advocate for school funding. Projections include an 800 million dollar shortfall over the next four years, so we are not expecting any additional support from the state level, and cross our fingers we won't have extensive cuts. Thankfully local property taxes are not increasing. We will continue to keep a close eye on funding.
- Dr. Russell briefly looked at the Capital Projects Fund cap flow with the Board. He will talk with them in more detail at the conference this weekend - specifically how this impacts our safety and tech plan that Todd Reed is working on.
- We will have a couple of pinch points financially as we wait for the levy funding to come in next year. The April 2026 and April 2027 tax collections will be what we use to fund phase 1 and phase 2, respectively, of our safety, security and tech plan. Likely to be 1.1 to 1.5 million total. We need to leave enough money for the traffic flow review, which was promised in our communication with voters.
- We are keeping an eye on many large ticket items that may come up soon. We know of a \$6,000 expense to replace a dishwasher. The chiller at the HS needs attention as it's nearly 20 years old and is starting to fail - this could be up to \$50K. We need three new security gates valued at \$14K each, and the elevator at the MS needs attention. This is why our cash reserve balance is so critical, and why we need our community support in levy funding - it makes a significant difference.
- Great first quarter overall, and proud of our Freeman staff and students.
- Enrollment is consistent, which the principals presented.

VIII. Unfinished Business

A. Approval of Board Policy No. 3143 - 2nd Reading

Annie Keebler moved the Board approve Board Policy No. 3143 - 2nd Reading - Notification and Dissemination of Information About Student Offenses and Notification of Threats of Violence or Harm, as presented. Danielle Santman seconded the motion and it passed unanimously.

B. Approval of Board Policy 1310 - 2nd Reading

Annie Keebler moved the Board approve Board Policy No. 1310 - 2nd Reading - Policy Adoption, Manuals and Administrative Procedures, as presented. Nate Talbott seconded the motion and it passed unanimously.

C. Approval of Board Policy No. 2420 - 2nd Reading

Danielle Santman moved the Board approve Board Policy No. 2420 - 2nd Reading - Grading and Progress Reports, as presented. Annie Keebler seconded the motion and it passed unanimously.

D. Approval of Board Policy No. 4260 - 2nd Reading

Annie Keebler moved the Board approve Board Policy No. 4260 - 2nd Reading - Use of School Facilities, as presented. Nate Talbott seconded the motion and it passed unanimously.

E. Approval of Board Policy No. 3210 - 2nd Reading

Annie Keebler moved the Board approve Board Policy No. 3210 - 2nd Reading - Nondiscrimination, as presented. Danielle Santman seconded the motion and it passed unanimously.

IX. New Business

A. Approval of Board Policy No. 1111 - 1st Reading

Bill Morphy moved the Board approve Board Policy No. 1111 - 1st Reading - Oath of Office, as presented. Nate Talbott seconded the motion and it passed unanimously.

B. Approval of Board Policy No. 5010 - 1st Reading

Annie Keebler moved the Board approve Board Policy No. 5010 - 1st Reading - Nondiscrimination and Affirmative Action, as presented. Danielle Santman seconded the motion and it passed unanimously.

C. Approval of Board Policy No. 6022 - 1st Reading

Bill Morphy moved the Board approve Board Policy No. 6022 - 1st Reading - Minimum Fund Balance, as presented. Nate Talbott seconded the motion and it passed unanimously.

D. Approval of Board Policy and Procedure No. 3226 - 1st Reading

Annie Keebler moved the Board approve Board Policy and Procedure No. 3226 - 1st Reading - Interviews and Interrogations of Students on School Premises, as presented. Danielle Santman seconded the motion and it passed unanimously.

X. Other Information

A. Future Board Meetings

The next board meeting will be on Wednesday, December 10, 2025 at 6:00 PM, preceded by an Advance Work Session from 2-5 PM. The following meetings will be on Monday, January 26, 2026 at 11:00 AM and Thursday, February 26, 2026 at 6:00 PM.

Freeman's Culinary Arts students (and teacher Lisa Frazier) will be providing a holiday dinner for the Leadership Team and School Board at 5pm on 12/10 ahead of the Board meeting.

XI. Personnel

A. Personnel Action

Certified: **Kobe Taylor** – Emergency Substitute Teacher – pending
completion of the Emergency Substitute Certification
Alexandria Hudgens – Substitute Teacher

Classified: **Jessica Clemons** – Substitute Secretary – pending OSPI approval
Barb LaShaw – Rescind Resignation – Bus Driver

Extracurricular: **Natalie Randolph** – Resignation - HS JV/Assistant Softball Coach
Isaac Swillie – Resignation – MS 7th Grade Boys Head

Basketball Coach **Braedon Orrino** – HS Assistant Wrestling Coach – Girls' Position

Annie Keebler moved the Board approve the personnel action, as presented. Bill Morphy seconded the motion and it passed unanimously.

XII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:32 PM.

Respectfully Submitted,

J. De Peralta

Recording Secretary_____

Board Secretary_____

Board Chair_____

Coversheet

Review Board Policy No. 1210

Section:	IV. Board Reorganization
Item:	A. Review Board Policy No. 1210
Purpose:	
Submitted by:	
Related Material:	BP1210 - Annual Organizational Meeting.pdf

ANNUAL ORGANIZATIONAL MEETING

At the first regular meeting at which newly-elected board members are seated in election years and at the first regular meeting in December in non-election years, the board shall elect from among its members a chair/president and a vice chair/ president to serve two-year terms. A newly appointed board member will not be eligible to serve as an officer unless a majority of the board has been appointed.

If a board member is unable to continue to serve as an officer, a replacement shall be elected immediately. In the absence of both the chair/president and the vice chair/ president, the board shall elect a president pro tempore who shall perform the functions of the chair/president during the latter's absence.

The superintendent shall act as board secretary. In order to provide a record of the proceedings of each meeting of the board, the superintendent shall appoint a recording secretary of the board.

In even-numbered years at the same meeting, a WSSDA legislative representative shall be elected who shall serve a two-year term.

The normal order of business shall be modified for the annual organizational meeting by considering the following matters after the approval of the minutes of the previous meeting:

- A. Welcome and introduction of newly elected board members by the chair/president;
- B. Call for nominations for chair/president to serve during the ensuing year;
- C. Election of a chair/president (roll call vote);
- D. Assumption of office by the new chair/president;
- E. Call for nominations for vice chair/president to serve during the ensuing year;
- F. Election of a vice chair/president (roll call vote);
- G. (If applicable) Call for nominations for WSSDA legislative representative to serve for the next two years; and
- H. Election of a WSSDA legislatative representative.

Policies shall continue from year to year and board to board until and unless the board changes them.

Cross References: 1225 – School Director Legislative Program

Legal References:RCW 28A.330.010	Board president, vice-president or president pro tempore — Secretary
RCW 28A.330.020	Certain board elections, manner and vote required — Selection of personnel, manner
RCW 28A.330.050	Duties of superintendent as secretary of the board
RCW 28A.400.030	Superintendent Duties
RCW 29A.60.280	Local elected officials, commencement of term of office — Purpose

Adoption Date: February 2011
Revision Date: Jan 25, 2018

Coversheet

Lisa Phelan, Elementary School Principal - Assistant Superintendent

Section:	VII. Building Reports
Item:	A. Lisa Phelan, Elementary School Principal - Assistant Superintendent
Purpose:	
Submitted by:	
Related Material:	Lisa Phelan, Elementary School Principal - Assistant Superintendent.pdf



Board Report Freeman School District

Date: December 10, 2025

Submitted by: Lisa Phelan

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

The Freeman School District is the center of a unique, rural community. With pride, commitment and caring, we provide a safe environment for all students to experience meaningful, rigorous learning opportunities that allow them to dream and develop into capable, confident and ethical members of the 21st Century.

Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

For the 2025-26 school year, Freeman Elementary School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- PTSG events- Craft Night- December 12th, 4:30-6:30, FES gym
- Winter Concert- K-2, December 15th @ 5:30
- Professional Learning Building PD- Curriculum review, check-Math, Reading, and Social Emotional, and discussion regarding the CEE data.

Enrollment

TK = 38 and P3 = 5 K = 67 1st = 50 2nd = 66

3rd = 57 4th = 72 5th = 57 = **412**

Coversheet

Jim Straw, Middle School Principal

Section:	VII. Building Reports
Item:	B. Jim Straw, Middle School Principal
Purpose:	
Submitted by:	
Related Material:	Jim Straw, Middle School Principal.pdf



Board Report Freeman School District

Date: December 10, 2025

Submitted by: Jim Straw

Vision Statement

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Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

For the 2025-26 school year, Freeman Middle School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- >Food Drive for the “Fill the Gap” Program
- >Robotics Regional Results
- >Math Is Cool Preparations for Friday, January 30th
- >PTSG Activities- Notes of Thanks, Craft Night, Winter Dance, 6th Grade Ski Trip
- >Winter Concert on Monday, December 15th

Enrollment

6 th - 57	7 th - 72	8 th - 64	Total- 193
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Coversheet

Jeff Smith, High School Principal

Section:	VII. Building Reports
Item:	C. Jeff Smith, High School Principal
Purpose:	
Submitted by:	
Related Material:	Jeff Smith, High School Principal.pdf



Board Report Freeman School District

Date: December 10, 2025
Submitted by: Jeff Smith, Freeman High School Principal

Vision Statement
Continuing Our Tradition of Excellence in Education

Mission Statement
The Freeman School District is the center of a unique, rural community.
With pride, commitment and caring, we provide a safe environment for all students to experience meaningful, rigorous learning opportunities that allow them to dream and develop into capable, confident and ethical members of the 21st Century.

- Freeman 2025-2026 Strategic Plan Pillars**
- Curriculum, Instruction and Assessment
 - School Safety, Culture and Environment
 - Partnering with Parents and School/Community
 - Fiscal and Legal Accountability

Overview

For the 2025-26 school year, Freeman High School will continue to strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus

- Congratulations Mr. Jydstrup, our own Q-6/STCU/EWU Teacher of the Month!!
- Winter Band and Choir Concert: Monday, Dec. 15 (HS/MS starts at 7 pm)
- Semester 1 Finals schedule is set
- CTE Reapproval process for Skilled and Technical Science courses is underway
- Fall 2025 student and staff CEE data is complete and will be a FHS staff focus 2nd semester.

Enrollment

9th = 69, 10th = 56, 11th = 74, 12th = 78 . Total: 277

Coversheet

Chad Ripke, HS Assistant Principal - Athletic Director

Section:	VII. Building Reports
Item:	D. Chad Ripke, HS Assistant Principal - Athletic Director
Purpose:	
Submitted by:	
Related Material:	Chad Ripke, HS Assistant Principal - Athletic Director.pdf



Board Report Freeman School District

Date: December 10, 2025
Submitted by: Chad Ripke

Vision Statement

Continuing Our Tradition of Excellence in Education

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Freeman 2025 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

Fall Sports Overview

- Cross Country – Boys team was STATE CHAMPS! Girls team was 7th in state.
- Volleyball – Academic STATE CHAMPS! Team finished 2nd in state.
- Soccer – Team finished 2nd in state. Rylee Russell, Avery and Nora Gass 1st team all-state, Nicole DuPont, Delaney Abustallo 2nd team all-state, Gabby Daniel, Annabelle Gould Honorable Mention.
- Football – Team finished tied for 5th in state.

Outstanding fall for our kids, teams, coaches, and community!

Areas of Focus

- Winter sports games started Tuesday 12/2.
- Dinner/Auction on March 14 at the CDA Casino

Enrollment

- Boys Basketball - 25
- Girls Basketball - 18
- Boys Wrestling - 21
- Girls Wrestling - 1
- Cheer – 14

Coversheet

Mike Allen, K-8 Principal Assistant - Athletic Director

Section:	VII. Building Reports
Item:	E. Mike Allen, K-8 Principal Assistant - Athletic Director
Purpose:	
Submitted by:	
Related Material:	Mike Allen, K-8 Principal Assistant - Athletic Director.pdf



Board Report Freeman School District

Date: December 10, 2025
Submitted by: Mike Allen

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- Freeman 2025-2026 Strategic Plan Pillars**
- Curriculum, Instruction and Assessment
 - School Safety, Culture and Environment
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 - Fiscal and Legal Accountability

Overview

Work to improve programs and support our student athletes.
Participate in partnership with the Greater Spokane County League (GSCL).

Areas of Focus

Early Winter records

- Volleyball - Records
- Wrestling – All League
 - Eli Gilbert – 2nd
 - Orryn Crow – 2nd
 - Avery Schmidt – 2nd
 - Colt Dickinson – 5th
 - Thomas Goodman – 4th
 - Darren Grow – 1st
 - Tanner Seely – 3rd
 - Marquon Pugh – 3rd
 - Adam Jacot – 6th
 - Reagan Coyner – 2nd
 - Harrison Brown – 2nd
 - Evan Schwartz – 1st
 - Barrett Magers – 6th
 - Mason Higgins – 5th

Enrollment

- FMS Boys Basketball - 42

Coversheet

Kent Bevers, Nutrition Services Director

Section: VIII. Department Reports
Item: A. Kent Bevers, Nutrition Services Director
Purpose:
Submitted by:
Related Material: Kent Bevers, Nutrition Services Director.pdf



Board Report Freeman School District

Date: December 10, 2025

Submitted by: Kent Bevers

Vision Statement

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Mission Statement

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Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

Freeman SD Nutrition Services supports the philosophy of the National School Lunch and Breakfast Programs and will provide wholesome and nutritious meals for our students.

Areas of Focus

1. The Senate passed a bill that will bring back whole milk and 2% milk into school food service if the bill passes in the House.
 - a. If it passes the House and becomes law, we could see these changes take effect for SY 2026-27.
2. Met with K8 ASB students again last week.
 - a. One request earlier this year was to serve brownies.
 - b. I found a school food service brownie recipe that uses black beans rather than flour.
 - c. I made a batch and served it to the ASB students.
 - d. Reactions were: Very surprising but overwhelmingly positive.
 - e. K8 ASB selected BBQ Chicken Pizza (new recipe) for January.
3. Dietetic Intern Reminder
 - a. Christopher Lopez-Rosas
 - b. Begins 4-week rotation Jan 26
 - c. Meeting with Christopher This Friday, 8:30, pre-rotation interview.

Coversheet

Everett Combs - Transportation Director

Section: VIII. Department Reports
Item: B. Everett Combs - Transportation Director
Purpose:
Submitted by:
Related Material: Everett Combs, Transportation Director.pdf



Board Report Freeman School District

Date: December 10, 2025
Submitted by: Everett Combs, Transportation



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Freeman 2025-2026 Strategic Plan Pillars

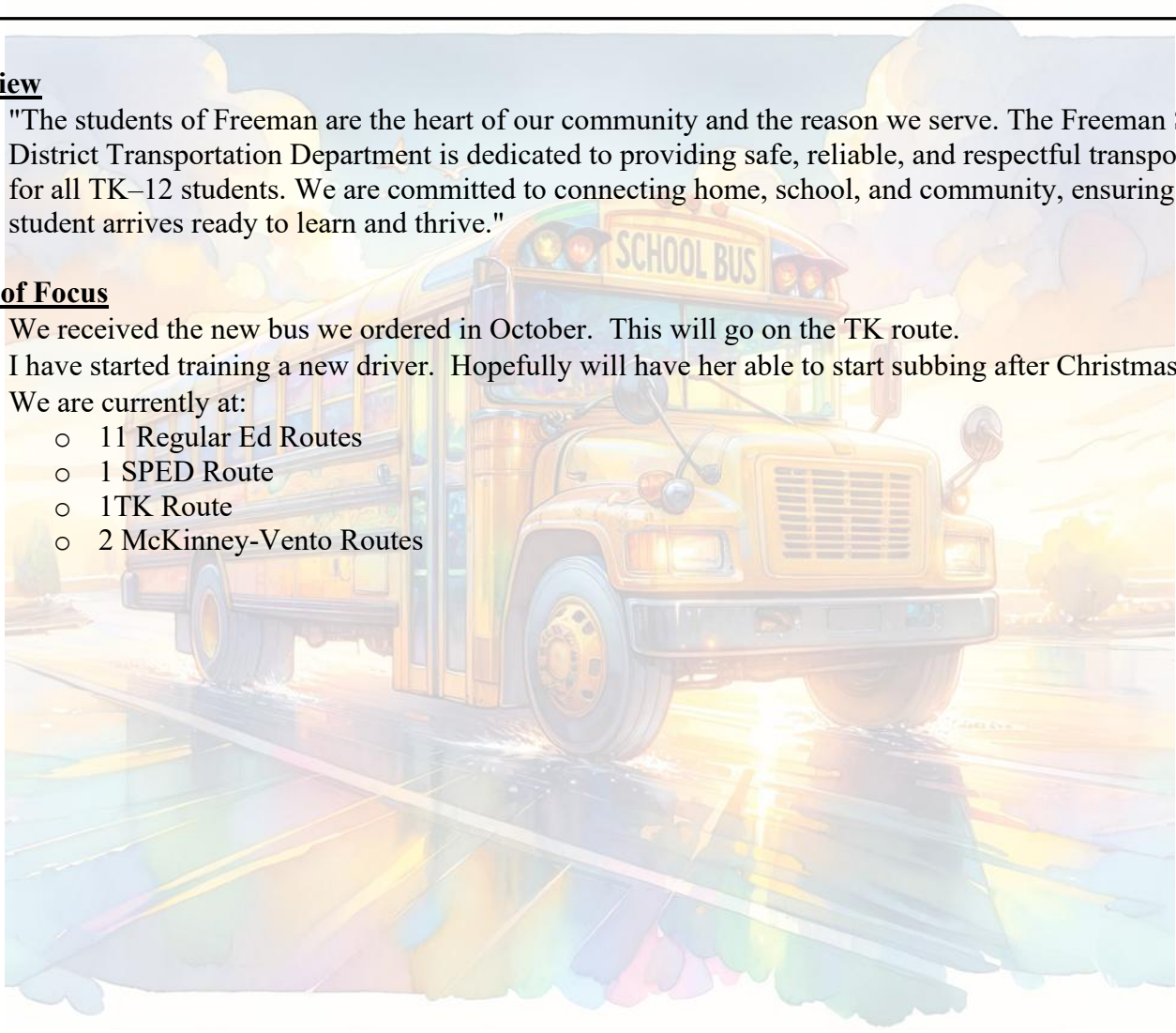
- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

- "The students of Freeman are the heart of our community and the reason we serve. The Freeman School District Transportation Department is dedicated to providing safe, reliable, and respectful transportation for all TK–12 students. We are committed to connecting home, school, and community, ensuring every student arrives ready to learn and thrive."

Areas of Focus

- We received the new bus we ordered in October. This will go on the TK route.
- I have started training a new driver. Hopefully will have her able to start subbing after Christmas.
- We are currently at:
 - 11 Regular Ed Routes
 - 1 SPED Route
 - 1TK Route
 - 2 McKinney-Vento Routes



Coversheet

Kirk Lally, Maintenance/Grounds Director

Section: VIII. Department Reports
Item: C. Kirk Lally, Maintenance/Grounds Director
Purpose:
Submitted by:
Related Material: Kirk Lally, Maintenance-Grounds Director.pdf



Board Report Freeman School District

Date: December 10th, 2025

Submitted by: Kirk Lally

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

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Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Areas of Focus:

- 1) Snow equipment is ready for use.
- 2) Supplies are all in for winter weather.
- 3) Not much change since last meeting.

Safety:

Nothing to report at this time.

Coversheet

Stacey Rawson, Interim Director of Student Services

Section:	VIII. Department Reports
Item:	D. Stacey Rawson, Interim Director of Student Services
Purpose:	
Submitted by:	
Related Material:	Stacey Rawson, Interim Director of Student Services.pdf

Board Report Freeman School District



Date: December 10, 2025
Submitted by: Stacey Rawson

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

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Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

For the 2025-26 school year, Freeman Student Services Department will strengthen our Multi-Tiered System of Supports (MTSS) across academic, behavioral, and social-emotional domains. Our focus will be on refining practices within all three tiers to ensure that each student receives the support they need to thrive. Equally important, we are committed to fostering a strong sense of belonging for all students, staff, and community members.

Areas of Focus and Enrollment

Area of Focus	Monthly Updates	Program Enrollment
Special Education	<ul style="list-style-type: none"> ● Personnel report due Dec. 15 is completed! ● SPED Count Annual Report due Dec. 17 is completed! ● Alex Fern from KusakRock law firm did an excellent training for SPED team on the "Top 8 Legal Pitfalls in Special Education." We are discussing our next steps as a team this week. Very minor tweaks is all we need. ● MTSS process is being updated to be more consistent building to building and support the SPED team's needs for legal compliance. 	115 Students
Multilingual Learners (MLL)	<ul style="list-style-type: none"> ● No updates at this time. 	3 students
McKinney Vento/ Foster Youth	<ul style="list-style-type: none"> ● Connecting families to area community resources including food for the holidays through Fill the Gap and upcoming Tree of Sharing program. 	19 students/ 0 students
Title 1/ Learning Assistance Program (LAP)	<ul style="list-style-type: none"> ● Working together with para educators to complete their annual training requirements ● Covering para absences is a challenge- we need para subs! ● Looking into new math intervention curricula that we will bring to IMC later this year. 	72 students (K-8)
Highly Capable	<ul style="list-style-type: none"> ● Highly Capable Screening tool was purchased. The screening will roll out in 2nd and 3rd grade in January. Parents will receive communication early January 	

Coversheet

Todd Reed, Technology Director

Section:	VIII. Department Reports
Item:	E. Todd Reed, Technology Director
Purpose:	
Submitted by:	
Related Material:	Todd Reed, Director of Technology.pdf



Board Report

Freeman School District

Date: December 10, 2025

Submitted: Todd Reed

Vision Statement

Continuing Our Tradition of Excellence in Education

Mission Statement

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Freeman 2025-2026 Strategic Plan Pillars

- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

Provide the highest quality technology-based services, in the most cost-effective manner, to help facilitate the FSD mission

Areas of Focus

- We met with select FHS and FMS students to discuss safety and security topics and gather valuable insights directly from their perspectives.
- We successfully set up the technology for the robotics competition in the middle school gym & K-8 MPR by ensuring seamless integration of power, networking, and audio-visual systems to support all event activities.
- We are continually refining the new website, addressing design and functionality to ensure it is fully optimized ready for its December 12th launch.

Coversheet

Fiscal and Legal Accountability

Section:	IX. Superintendent's Report
Item:	D. Fiscal and Legal Accountability
Purpose:	
Submitted by:	
Related Material:	BP1630 - Evaluation of the Superintendent.pdf December Enrollment Graphs.pdf

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 1630
The Board of Directors**

EVALUATION OF THE SUPERINTENDENT

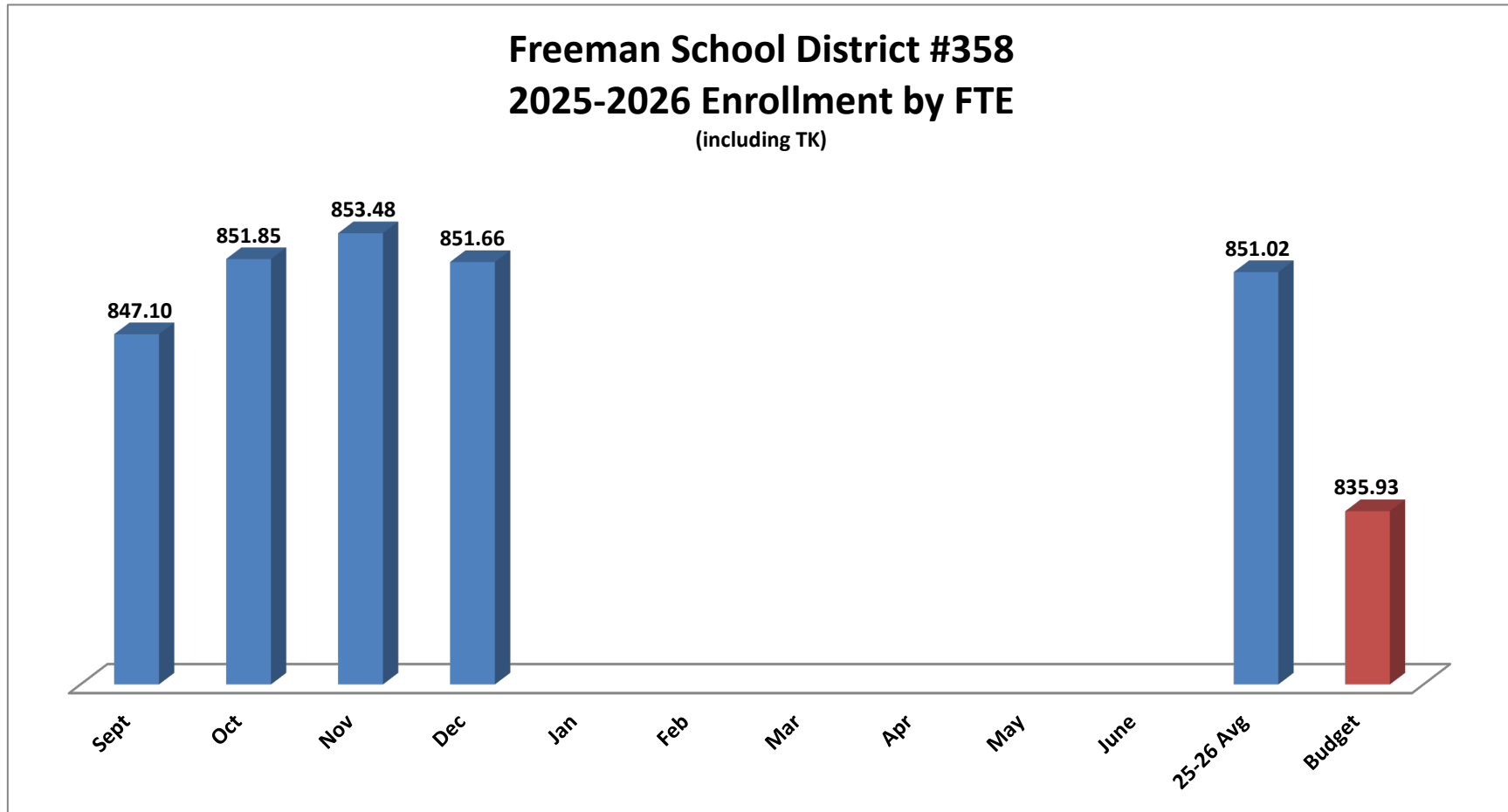
The board shall establish evaluative criteria and shall be responsible for evaluating the performance of the superintendent as provided by statute.

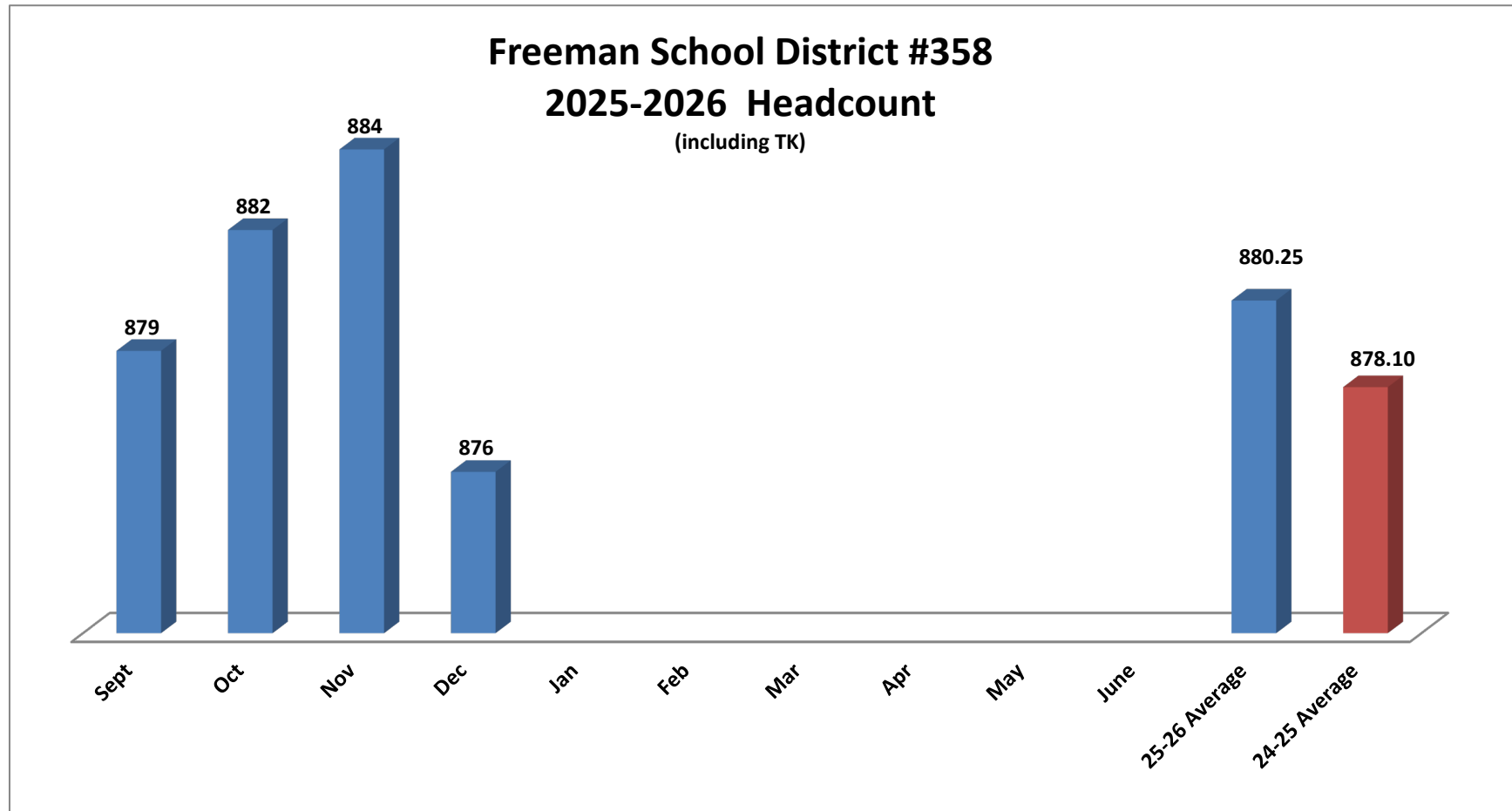
The superintendent shall have the opportunity for confidential conferences with the board members on no less than three occasions in each school year, the purpose of which shall be the aiding of the superintendent in his/her performance. The board, on the basis of the evaluation, may renew and/or extend the superintendent's contract for periods not to exceed three years.

Legal References:

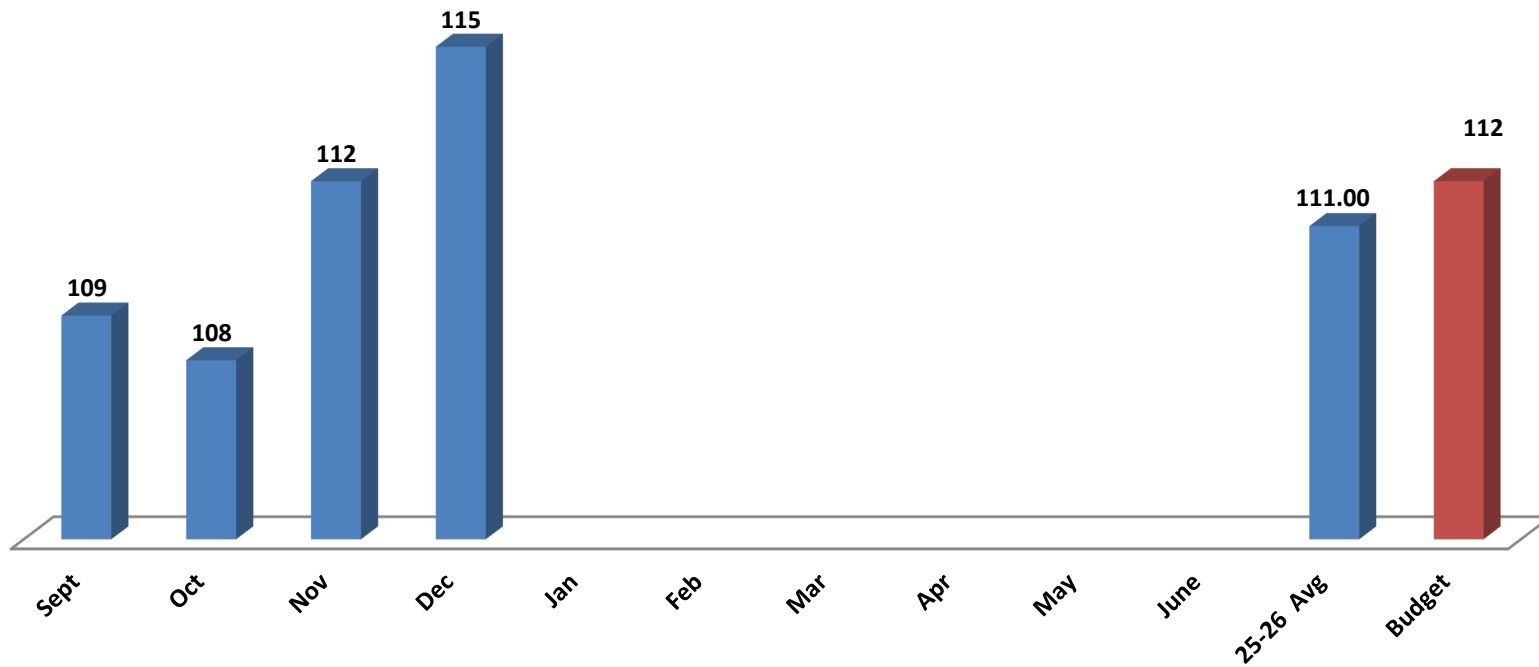
RCW 28A.405.100 Minimum criteria for the evaluation of certificated employees, including administrators--Procedure-- Scope--Penalty

Adoption Date: 1/14/99





Freeman School District #358 2025-2026 Special Education Enrollment



Coversheet

Approval of Board Policy & Procedure No. 3226 - 2nd Reading

Section: XII. Unfinished Business
Item: A. Approval of Board Policy & Procedure No. 3226 - 2nd Reading
Purpose:
Submitted by:
Related Material:
BP3226 - Interviews and Interrogations of Students on School Premises.pdf
PR3226 - Interviews and Interrogations of Students on School Premises.pdf

FREEMAN SCHOOL DISTRICT NO. 358**Policy No. 3226
Students****INTERVIEWS AND INTERROGATIONS OF STUDENTS
ON SCHOOL PREMISES**

Although the district values its relationships with law enforcement, the Department of Children, Youth, and Families (DCYF,) and the county health department, to minimize interruption of the instructional program, the district discourages interviews and interrogations of students on school premises. As a general rule, interviews and interrogations by any agency, including law enforcement, DSHS and the county health department(s) should take place at the agency or the student's home, rather than school premises.

However, there are limited circumstances when an interview of students at school is warranted, for example school-initiated investigations, child abuse investigations, and /or serious crime investigations. When an onsite interview or interrogation is warranted by the circumstances, the district will utilize the procedures and protocols associated with this policy, which were developed in cooperation with these agencies and ensure that students and parent(s)/guardian(s) are afforded all rights under law. The interviews of students as witnesses, victims, and suspects are treated differently.

In contrast to the limited circumstances noted above, the work of immigration agents does not overlap with the work or duties of the district. This is because the district's obligation to educate the children residing within its borders is not diminished by the children or parents' immigration status. The district supports the federal immigration enforcement policy that directs immigration agents to avoid questioning and arrests at sensitive locations, including schools. Therefore, staff shall not grant information or access to immigration agents unless/until the district Superintendent and /or General Counsel determine the request complies with *Plyler v. Doe* and other applicable laws according to the criteria in the associated procedure.

Cross References:

Policy 3124	Removal-Release of Student During School Hours
Policy 3231	Student Records
Policy 3432	Emergencies
Policy 3414	Infectious Diseases
Policy 4310	Working Relationships with Law Enforcement, DSHS and the Health Department

Legal Reference:

RCW 26.44.030	Reports—Duty and authority to make—Duty of receiving agency—Duty to notify—Case planning and consultation—Penalty for unauthorized exchange of information—Filing dependency petitions—Investigations - Interviews of children – Records – Risk assessment process.
RCW 26.44.050	Abuse or neglect of child — Duty of law enforcement agency or department of children, youth, and families — Taking child into custody without court order, when.

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 3226
Students**

RCW 26.44.110 Written statement required
RCW 26.44.115 Notice required
RCW 28A.605.005 Parental rights
RCW 28A.635.020 Wilfully disobeying school administrative personnel or refusing
to leave public property, violations, when — Penalty

Management Resources:

2018 – December Issue

Policy and Legal News, July 2013

Policy News, February 1998

Policy News, April 2001

New interviews/interrogations of students
on school premises policy

FERPA limits student records access

Compliance Office Provides FERPA
Update

Adoption Date: December 12, 2013

Revised Dates: Dec. 10, 2025

INTERVIEWS AND INTERROGATIONS OF STUDENTS ON SCHOOL PREMISES

To minimize interruption to the instructional program, the district will conduct interviews and interrogations of students on school premises whenever possible. When the circumstances warrant an onsite interview/interrogation, staff will follow the protocols in this procedure.

1. Entry to a School

- a. A law enforcement officer (e.g., police officer, sheriff deputy, and immigration agent), child protective services worker, or health department official shall contact the principal or designee upon entering a school building and present proper identification.
- b. School building administrative personnel will cooperate as specified below, treating interviews of students as witnesses, victims, and suspects differently.

2. Interview of Student Witness/Victim of Criminal Activity

- a. Students of any age who are witnesses to a crime or victims of a crime may be interviewed without parent/guardian consent.
- b. Should it become apparent during a witness/victim interview that the student under 12 years of age is the suspect of a crime, law enforcement shall immediately stop questioning until parent/guardian consent is obtained.
- c. The principal or designee will notify the parent or guardian about the interview unless the parent or guardian has been accused of abusing or neglecting the student. By law, the principal or designee may not prevent the interview and will so inform the parent/guardian.
- d. When prior notice has been given to the parent/guardian, the principal or designee will convey any expression of objection by the parent/guardian about the interview to the law enforcement officer(s).
- e. If the parent/guardian is not present for the interview, the principal or designee will be present if the student or law enforcement requests.

3. Interview of Student Witness/Victim, Child Abuse or Neglect Investigation:

- a. Students of any age who are witnesses to, or victims of, abuse or neglect may be interviewed so long as the interviewer obtains the student's consent in the presence of the principal or designee. A student may not be interviewed without his or her consent unless the interviewer has a warrant or determines that exigent circumstances exist.
- b. Should it become apparent during a witness/victim interview that the student under 12 years of age is the suspect of a crime, law enforcement shall immediately stop questioning until parent/guardian consent is obtained.
- c. The principal or designee will notify the parent or guardian about the interview unless the parent or guardian has been accused of abusing or neglecting the student.

FREEMAN SCHOOL DISTRICT NO. 358

**Procedure No. 3226P
Students**

- d. When the parent/guardian has been given prior notice, the principal or designee will convey any expression of objection by the parent/guardian about the interview to the law enforcement officer(s).
- e. If the parent/guardian is not present for the interview, the principal or designee will be present if the student, law enforcement, or the Department of Children, Youth, and Families (DCYF) requests.
- f. If the principal or designee believes the student is being intimidated, threatened, or coerced; that the student is unaware that he or she is free to leave the interview at any time; or that the student is in physical or emotional distress, the principal or designee may request to take a break and make those concerns known to the interviewer. The principal or designee may then request to continue, temporarily suspend, or terminate the interview.
- g. The school will document the date, time, place, interview length, student name, consent to be interviewed, the interviewer, and any additional parties present.

4. Interview of Student Suspect of Criminal Activity:

- a. Student suspects under the age of 12 may be interviewed only with parent/guardian consent.
- b. Washington State law permits students 12 years and older, who are suspects of a crime, to be interviewed without parent/guardian consent.
- c. The principal or designee will notify the parent or guardian about the interview unless the parent or guardian has been accused of abusing or neglecting the student. By law, the principal or designee may not prevent the interview from taking place and will so inform the parent/guardian.
- d. When prior notice has been given to the parent/guardian, the principal or designee will convey any expression of objection about the interview made by the parent/guardian to the law enforcement officer(s).
- e. Law enforcement must provide students under the age of 18 with access to an attorney for consultation before the student waives any constitutional rights.

5. Interview of Student Sought by Health Department Officials:

- a. The principal or designee will permit a health department official to conduct a confidential interview with a student suspected of being in contact with an individual infected with a communicable disease when the interview is during school hours, and the principal will not release the student to travel to the health department.

6. Interview of Student Sought by Immigration Agents:

- a. If an immigration agent requests access to a student or a school site, staff shall deny immediate access, alert the principal, and forward the request to the Superintendent and/or General Counsel for review.
- b. The Superintendent and/or General Counsel shall ask for the immigration agent's credentials, ask the agent why the agent is requesting access, and ask to see a warrant

FREEMAN SCHOOL DISTRICT NO. 358

Procedure No. 3226P Students

- c. To be valid, the warrant must state the purpose of the interview, identify the search location, references a specific person, include an accurate date, and be signed by a federal or state judge.
- d. Immigration agents must also provide written authority, instructing them to enter district property, and stating the purpose of the entry from one of the following Immigration and Customs Enforcement (ICE), the Assistant Director of Operations, Homeland Security Investigations (HSI), the Executive Associate Director (EAD) of HSI, the Assistant Director for Field Operations, Enforcement and Removal Operations (ERO), or the EAD of ERO.
- e. Upon receipt and examination of the required information, the Superintendent and/or General Counsel will determine whether immigration agents will be allowed to contact or question the individual named on the warrant and will communicate that decision to the principal or designee.
- f. The Superintendent, General Counsel, principal, or designee will immediately notify the parent/guardian of the interview.
- g. The Superintendent and/or General Counsel, or designee will ask to be present during the interview and ensure the agents are not given access to information, records, or areas beyond that specified in the warrant.

7. Access to Student Records

- a. If the parent/guardian or student over 18 years of age has not filed a written objection to the release of directory information, anyone may request and be granted the directory information about students as designated in the district's student records policy and procedure (see Policy and Procedure 3231). The actual residential addresses of participants in Washington State's Address Confidentiality Program are not to be available for release as directory information. Social Security numbers, student identification numbers (with authentication factors such as a secret password or personal identification number) and other personally identifiable information are not considered directory information.
- b. Student records protected by the federal Family Educational Rights and Privacy Act (FERPA) may only be examined or released following written permission from a minor student's parent/guardian or student over 18, pursuant to a court order or subpoena, or in response to a health or safety emergency. Student records may also be examined by or released to DCYF or law enforcement of DCYF or law enforcement is conducting an investigation of family assessment of alleged abuse or neglect of a student, and the records are relevant to the alleged abuse or neglect.

8. Taking a Student into Custody

- a. In a criminal matter, a law enforcement officer is not required to have a warrant in order for the school to release the student into law enforcement custody. The principal or designee will immediately notify the parent/guardian unless directed not to by the law enforcement officer because child abuse or neglect is alleged against the parent/guardian, or some other similar, specified reason exists for prohibiting notification.

FREEMAN SCHOOL DISTRICT NO. 358

**Procedure No. 3226P
Students**

- b. School authorities may request that the law enforcement officer put his or her reasoning for the denial of parent/guardian notification into writing.
- c. A student may not be taken into custody at school on a truancy petition.
- d. Immigration agents are required to have a subpoena or warrant signed by a judge in order for the district to release a student into their custody.

Adoption Date: December 12, 2013
Revision Date: February 2023; Dec 10, 2025

FREEMAN SCHOOL DISTRICT NO. 358

**Procedure No. 3226P
Students**

Coversheet

Approval of Board Policy No. 5010 - 2nd Reading

Section:	XII. Unfinished Business
Item:	B. Approval of Board Policy No. 5010 - 2nd Reading
Purpose:	
Submitted by:	
Related Material:	BP5010 - Nondiscrimination and Affirmative Action.pdf

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 5010 Personnel

NONDISCRIMINATION AND AFFIRMATIVE ACTION

Definition

“Protected status” is short for the phrase “age, sex, race, ethnicity, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, marital status, the presence of any sensory, mental, or physical disability, neurodivergence, or the use of a trained dog guide or service animal by a person with a disability.”

Nondiscrimination

The district is committed to an educational and working environment free from discrimination and harassment based on a person’s protected status.

The district will not deny any person the benefit of, or subject any person to discrimination in employment, recruitment, promotion, advancement, consideration, or selection in connection with employment based on their protected status.

The district will make all employment decisions in a non-discriminatory manner and will not limit, segregate, or classify any person in a way that could adversely affect their employment opportunities or status based on their protected status.

The district will not enter into any contractual or other relationship that directly or indirectly results in the discrimination of any person in connection with employment based on their protected status.

The district will not grant preferential treatment to applications for employment based on an applicant's enrollment at any education institution or entity that only predominantly admits students based on sex, race, color, or national origin if the giving of such preferences has the effect of discriminating based on sex, race, color, or national origin.

Equal Employment Opportunity

The district will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training.

Examples of Employment Discrimination

Employment discrimination may include the following:

1. Unfair treatment based on an employee’s protected status, including unfair or separate treatment in pay scale, assignment of duties, opportunities for advancement, conditions of employment, hiring practices, leaves of absence, hours of employment, and assignment of instructional and non-instructional duties.
2. Harassment based on an employee’s protected status by supervisors, co-workers, or others in the workplace that is so severe or persistent that it creates a hostile environment.

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 5010 Personnel

3. Denial of a reasonable workplace accommodation that an employee needs because of religious beliefs or a disability.
4. Retaliation because an employee complained about employment discrimination or assisted with an employment discrimination investigation or lawsuit.
5. Making employment or placement decisions based on stereotypes or assumptions about one's protected status.
6. Discriminating against individuals married to or otherwise associated with people of a certain group.
7. Prohibiting an employee from using the restroom consistent with his or her gender identity.

These are examples of employment discrimination and are not an exhaustive list.

Discriminatory Harassment

The district prohibits discriminatory harassment in the workplace. Discriminatory harassment is unwelcome or offensive conduct directed toward a person based on their protected status that is sufficiently severe or pervasive to create an environment that a reasonable person would consider intimidating, hostile, or offensive. Petty slights, annoyances, or isolated incidents, unless extremely serious, will not rise to the level of discriminatory harassment.

Harassing conduct may include, but is not limited to, offensive jokes, slurs, epithets, name-calling, physical assaults, threats, intimidation, ridicule, mockery, insults, put-downs, offensive objects or pictures, and interference with work performance.

When the district becomes aware of potential discriminatory harassment, it will promptly investigate the conduct and, as appropriate, take reasonable steps to prevent and promptly correct the harassing conduct.

Employment of Persons With Disabilities

To fulfill its commitment of nondiscrimination to those with disabilities, the following conditions shall prevail:

1. The district will not discriminate against a qualified individual based on their disability, nor will the district limit, segregate or classify any applicants for employment or any staff member in any way that adversely affects their opportunities or status because of a disability. This prohibition applies to all aspects of employment from recruitment to promotions and includes fringe benefits and other elements of compensation.
2. The district will reasonably accommodate the known physical or mental limitations of an otherwise qualified disabled applicant or staff member unless it is clear that an accommodation would impose an undue hardship.

Reasonable accommodations may include:

making facilities used by staff readily accessible and usable by persons with disabilities; job restructuring; part-time or modified work schedules; acquisition or

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 5010 Personnel

modification of equipment or devices; the provision of readers or interpreters; and other similar actions.

An undue hardship means an accommodation would be unduly costly, extensive, substantial or disruptive or would fundamentally alter the nature or operation of the district. In determining whether an accommodation would impose an undue hardship on the district, the district may consider, among other things, the cost of the accommodation, the district's size, the district's financial resources, and the nature and structure of its operations.

3. The district will not use any employment tests or criteria that screens out persons with disabilities unless the test or criteria is clearly and specifically job-related, and the district will not use such tests or criteria if alternative tests or criteria that do not screen out persons with disabilities are available.
4. While the district may not make pre-employment inquiries as to whether an applicant has a disability or as to the nature and severity of any such disability, it may inquire into an applicant's ability to perform job-related functions.

Nondiscrimination for Military Service

The district will not discriminate against any person who is a member of, applies to be a member or, performs, has performed, applies to perform, or has an obligation to perform service in a uniformed service, on the basis of their participation in a uniformed service. This includes in initial employment, retention in employment, promotion, or any benefit of employment. The district will also not discriminate against any person who has participated in the enforcement of these rights under state or federal law.

Affirmative Action Program

The district will develop an affirmative action employment plan or program that includes appropriate provisions designed to eliminate discrimination based on protected status.

Regarding sex discrimination, the district's affirmative action employment plan or program must include the requirements to maintain credential requirements for all personnel without regard to sex; make no differentiation in pay scale based on sex; make no differentiation in the assignment of school duties based on sex except where an assignment would involve duty areas or situations such as, but not limited to, a shower room, where persons might be disrobed; provide the same opportunities for advancement for males and females; and make no differentiation in conditions of employment based on sex, including, but not limited to, hiring practices, leaves of absence, hours of employment, and assignment of or payment for instructional or noninstructional duties.

Complaint Procedure

The district will adopt a complaint procedure in accordance with chapter 392-190 WAC.

Annually, the district will publish a notice of the complaint procedure in a way that is reasonably calculated to inform all employees of it. The district will provide the notice in

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a language each employee can understand, which may require language assistance in accordance with Title VI of the Civil Rights Act of 1964 for those with limited English proficiency.

The district will not adopt any policy, procedure, or practice that would limit a person’s right to file a complaint under the complaint procedure.

Compliance Officer

The superintendent will designate an employee who is responsible for monitoring and coordinating the district’s compliance with chapter 392-190 WAC and the guidelines the Office of the Superintendent of Public Instruction has adopted under WAC 392-190-005.

The compliance officer is responsible for ensuring that all complaints filed under the complaint procedure are promptly investigated and resolved.

Retaliation Prohibited

The district will not intimidate, threaten, coerce, or discriminate against any individual who seeks to secure their rights under this policy or chapter 392-190 WAC or because the individual has filed a complaint under the complaint procedure. Further, the district will not tolerate someone else retaliating against another because they sought to secure their rights under this policy or chapter 392-190 WAC or because they have filed a complaint under the complaint procedure.

Any person who retaliates will be subject to appropriate discipline.

Cross References:

2030	Service Animals in Schools
5270	Resolution of Staff Complaints
5011	Sexual Harassment of District Staff Members Prohibited
5407	Military Leave

Legal References:

RCW 28A.400.310	Law against discrimination applicable to district's employment practices
RCW 28A.640.020	Regulations, guidelines to eliminate discrimination — Scope
Chapter 28A.642	RCW Discrimination prohibition Laws of 2018,
Ch. 116	Wages and Advancement Opportunities—Gender
Chapter 49.60	RCW Discrimination — Human rights commission
RCW 49.60.030	Freedom from discrimination—Declaration of civil rightsVietnam Era Veterans Readjustment Act of 1974 (VEVRAA)
RCW 49.60.180	Unfair practices of employer defined
RCW 49 60 400	Discrimination, preferential treatment prohibited.
Chapter 73.16.	RCWEmployment and Re-employment
Chapter 392-190	WAC Equal Educational Opportunity – Unlawful Discrimination Prohibited

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WAC 392-190-0591	Public school employment and contract practices Nondiscrimination
WAC 392-190-0592	Public school employment – Affirmative action program
42 USC §§ 2000e1-2000e10	Title VII of the Civil Rights Act of 1964
20 USC §§ 1681 – 1688	Title IX Educational Amendments of 1972
42 U.S.C. §§ 12101-12213	American with Disabilities Act
8 USC §§ 1324	(IRCA) Immigration Reform and Control Act of 1986
38 USC §§ 4301-4333	Uniformed Services Employment and Reemployment Rights Act
29 USC §§ 794	Vocational Rehabilitation Act of 1973
34 CFR 104	Nondiscrimination on the basis of handicap in programs of activities receiving federal financial assistance
38 USC § 4212	Vietnam Era Veterans Readjustment Act of 1974

Management Resources:

2023 – July Issue	
2018 – May Issue	
2017 – April Issue	
2014 – December Issue	
2013 – June Issue	
2011 – June Issue	
2011 – February Issue	
<i>Policy News</i> , August 2007	Washington’s Law Against Discrimination
<i>Policy News</i> , June 2001	State Updates Military Leave Rights

Adoption Date: March 10, 2000
Revision Date: Jan 28, 2010; Dec 12, 2013; May 14, 2015; Jan 25, 2018; Mar 28,
2019; April 24, 2024; April 28, 2025; Dec. 10, 2025

Coversheet

Approval of Board Policy No. 6022 - 2nd Reading

Section:	XII. Unfinished Business
Item:	C. Approval of Board Policy No. 6022 - 2nd Reading
Purpose:	
Submitted by:	
Related Material:	BP6022 - Minimum Fund Balance.pdf

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 6022
Management Support**

MINIMUM FUND BALANCE

Annually, it is in the best interest of Freeman School District that the board of directors target a goal of seven (7) percent of the current expenditures to address potential general fund needs and continue to maintain an acceptable and adequate minimum fund balance for district operations of five (5) percent.

Cross References: 6040 - Expenditures in Excess of Budget
 6020 - System of Funds and Accounts

Legal References: RCW 28A.320.070 School district as self-insurer - Authority
 RCW 28A.505 School Districts' Budgets
 28A.505.130 Budget - Requirements for balancing estimated
 expenditures

Adoption Date: Sept. 10, 2020
Revision Date: Dec. 10, 2025

Coversheet

Approval of Board Policy No. 1111 - 2nd Reading

Section:	XII. Unfinished Business
Item:	D. Approval of Board Policy No. 1111 - 2nd Reading
Purpose:	
Submitted by:	
Related Material:	BP1111 - Oath of Office.pdf

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 1111
The Board of Directors

OATH OF OFFICE

, Each newly elected, re-elected, or appointed director shall take an oath or affirmation to support the constitutions of the United States and the state of Washington and the laws of the state of Washington and to faithfully discharge the duties of the office to the best of his or her ability. The oath or affirmation must be endorsed by and sworn to before an officer authorized to administer oaths. School officials are quthorized to administer all oaths or affirmatins pertaining to their respective offices. After the oath or affirmation is made, it will be filed with the county auditor.

Legal Reference:

RCW 28A.343.360 Oath of office

Adoption Date: 1/14/99

Revised Dates: 9/27/2018; Dec. 10, 2025

Coversheet

Oath of Office - All Board Members

Section:	XIII. New Business
Item:	A. Oath of Office - All Board Members
Purpose:	
Submitted by:	
Related Material:	Oath of Office.pdf

OATH OF OFFICE

I, _____, do hereby solemnly swear that I will support the Constitution of the United States and the State of Washington and the laws of the state of Washington, and faithfully discharge the duties of the office to the best of my ability.

Coversheet

Approval of Board Policy No. 1815 - 1st Reading

Section:	XIII. New Business
Item:	B. Approval of Board Policy No. 1815 - 1st Reading
Purpose:	
Submitted by:	
Related Material:	BP1815 - Ethical Conduct For Board Members.pdf

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 1815 Board of Directors

ETHICAL CONDUCT FOR ~~SCHOOL DIRECTORS~~BOARD MEMBERS

Policy Statement

Each board ~~director member~~ has taken an oath of office to support the ~~c~~Constitutions of the United States and Washington state and the laws of Washington state. Further, each board member is subject to the Code of Ethics for Municipal Officers, chapter 42.23 RCW.

The ~~Freeman School b~~Board and each of its ~~school directors is~~members are committed to upholding the oath of office and to ethical behavior.

Ethical behavior is an individual responsibility.

Each ~~school director~~board member and the board as a whole will base their conduct on these core ethical principles:

Objectivity – ~~School directors~~Board members must place the public's interest before any private interest or outside obligation. ~~– C~~hoices need to be made on the merits.

Selflessness – ~~School directors~~Board members should not take actions or make decisions in the performance of their position ~~in order~~ to gain financial or other benefits for themselves, their family, or their friends.

Stewardship – ~~School directors~~Board members should conserve public resources and funds against misuse and abuse.

Transparency – ~~School directors~~Board members must practice open and accountable government. They should be as open as possible about their decisions and actions, while protecting truly confidential information.

Integrity – ~~School directors~~Board members should not place themselves under any financial or other obligation to outside individuals or organizations that might inappropriately influence them in the performance of their official duties.

Failure to adhere to these core ethical principles or failure to comply with other policies adopted by the board or the law may result in the school board taking formal censure of the offending school director in accordance with 1825 – Addressing School Board Director Violations. In addition, willful or negligent noncompliance with state law may result in further consequences, such as individual civil penalties, recall petitions, and forfeiture of office.

Cross References:

- 1111 – Oath of Office
- 1220 – Board Officers and Duties of Board Members
- 1610 – Conflicts of Interest
- 1825 – Addressing School Board Director Violations
- 5271 – Reporting Improper Governmental Action

Legal References:

- RCW 28A.320.040 – Bylaws for board and school government
- [RCW 28A.343.360 Oath of Office](#)
- [Engrossed Substitute House Bill 1296 \(2025\), Section 305\(2\)](#)
- RCW 28A.635.050 – Certain corrupt practices of school officials [Penalty](#)
- [RCW 29A.56.110 Initiating proceedings—Statement—Contents—Verification—Definitions](#)
- RCW 42.20 – Misconduct of Public Officers
- [RCW 42.23 Code of Ethics for Municipal Officers—Contract Interests](#)

Management Resources:

- 2021 - October Issue

Adoption Date: 10/27/22
Revision Date: [1/26/2026](#)

Coversheet

Approval of Board Policy & Procedure No. 5260 - 1st Reading

Section:	XIII. New Business
Item:	C. Approval of Board Policy & Procedure No. 5260 - 1st Reading
Purpose:	
Submitted by:	
Related Material:	BP5260 - Personnel Records.pdf PR5260 - Personnel Records.pdf

FREEMAN SCHOOL DISTRICT NO. 358

Policy No. 5260

Personnel

PERSONNEL RECORDS

The district shall organize, compile and maintain personnel records and files for each staff member of the district which shall be kept secure under the authority of the superintendent/designee. The contents of the personnel files shall be available to the superintendent/designee and to those staff authorized by the superintendent/designee to organize, compile and maintain the files. Any confidential college or university credentials or other confidential pre-employment materials received by the district shall be returned to the sender or maintained in personnel records, such as an application file.

~~Any certificated or classified~~ staff member shall be permitted, during normal district business hours, to review the contents of his/her personnel file in the presence of an authorized staff member. Personnel files may be maintained by the district in hard copy or in an electronic format.

~~Any~~ staff member ~~annually~~ may request, at least annually, that the superintendent/designee review all information in the staff member's personnel file(s) to determine if there is any irrelevant or erroneous information in the file(s), and shall remove all such information from the file(s). If a staff member does not agree with the determination, the staff member may at his or her request have placed in the staff member's personnel file a statement containing a rebuttal or correction.

Cross Reference:

Board Policy 4040 Public Access to District Records

Legal References:

RCW 28A.405.250 Certificated employees, applicants for certificated position, not to be discriminated against--Right to inspect personnel file

RCW 42.56.230 (3) Certain personal and other records exempt (from public inspection)

RCW 49.12.240-260 Employee inspection of personnel file

SHB 1308

WAC 357-22-035 Must the employee be given a copy of information placed in the personnel file?

Management Resources:

2015 – October Issue

Adoption Date: March 10, 2000

Revised Date: January 28, 2010, 1/26/17; January 26, 2026

FREEMAN SCHOOL DISTRICT NO. 358

Procedure No. 5260

Personnel

PERSONNEL RECORDS

Location

The district shall maintain a personnel file for each of its ~~staff member~~employees ~~[at or in location]~~.

Staff Member's Access to ~~His/Her~~ Personnel File

~~At least annually, a~~Any ~~staff member~~employee has the right to ~~examine and copy~~inspect materials from ~~and/or have copies made of his/her~~the employee's own personnel file during regular business hours.

For purposes of this Policy, an employee's personnel file includes:

- All job application records;
- All performance evaluations;
- All nonactive or closed disciplinary records;
- All leave and reasonable accommodation records;
- All payroll records; and
- All employment agreements.

This definition does not supersede Washington state or federal privacy laws regarding nondisclosure.

Nothing in this Procedure requires the district to create a retention schedule for personnel records nor does it require the district to create personnel records.

When requested by an employee, former employee, or their designee, the district must provide a copy of the personnel file in accordance with the timelines established under Washington's Public Records Act, RCW 42.56.

For purposes of this Procedure, "former employee" means a person who separated from employment within three years of the person's request.

The superintendent has authorized access to personnel records to the following individuals:

_____, _____, _____.

The superintendent or ~~his/her~~ designee must be present when an ~~n~~ ~~staff member~~employee is given access to ~~his/her~~the employee's personnel file in order to offer the staff member assistance and interpretation of material contained in the file.

The district ~~shall~~may establish a copy fee.

Access by Others to a Personnel File

~~In addition to the superintendent and his/her designee, a member of the board, when authorized through board action, shall have access to staff personnel files.~~

FREEMAN SCHOOL DISTRICT NO. 358

Procedure No. 5260

Personnel

Any person authorized by a valid court order shall have access to personnel files.

Principals and/or immediate supervisors may examine the files of staff employed in their building.

Any individual who has the written permission of a staff member may request to examine the staff member's records.

Contents of Personnel File

A personnel file may contain, but is not limited to, professional certificates, transcripts from colleges or universities, a record of previous employment, evaluations, professional assessment instruments, letters of recommendation and copies of district contracts. All material in the personnel file must be related to the staff member's work, position, salary or employment status in the district. Annually, anA staff memberemployee may petition that the personnel-officedistrict review all information in the personnel file. The personnel-office shalldistrict will determine if there is any irrelevant information and shall remove all such from he file. If the staff memberemployee does not concur with that-the material that remains, the staff memberemployee may file a statement of rebuttal or correction to be placed into the file. A former employee retains the right of rebuttal or correction for up to two years after employment is terminated.

Adding Material

The superintendent or designee is responsible for placing material in the proper personnel file within 10 days of-upon receipt or origination of said material unless a different timeline is established through an applicable Collective Bargaining Agreement for the employee. All materials placed in a personnel file shall-should be signed and dated. When material is critical of-a staff memberadverse to an employee, the person responsible for placing this material in the staff member'semployee's file must forward a copy of the material to the staff memberemployee. Unless a different timeline is established through an applicable Collective Bargaining Agreement, aAny material critical of an staff memberemployee which is not shown to him/herthe employee within 10 days after placement in his/herthe employee's file shall not be allowed as evidence in any grievance or disciplinary action against such staff memberemployee.

Staff Member's Right to Object to Material AddedAppeal

Appeal. An staff memberemployee may appeal to the superintendent for the removal of any material placed in his/herthe employee's personnel file. This must be done by requesting a conference with the party involved for the purpose of examining the questioned material. If the staff memberemployee is not satisfied with the decision, he/shethe employee may file a grievance according to district policy.

Rebuttal. A staff member has the right to submit a written statement of rebuttal relating to any material in his/her personnel file and have the written rebuttal placed within the file. A former staff member shall retain the right of rebuttal or correction for a period not to exceed two (2) years.

FREEMAN SCHOOL DISTRICT NO. 358

Procedure No. 5260
Personnel

Adoption Date: March 10, 2000
Revision Date: January 26, 2026

Coversheet

Approval of Surplus FMS Office Furniture

Section: XIII. New Business
Item: D. Approval of Surplus FMS Office Furniture
Purpose:
Submitted by:
Related Material: FMS Office Furniture Surplus - 12-10-2025.pdf



Freeman School District Surplus

School Board Meeting = 12/10/25

TO: Freeman School Board
Randy Russell, Ph.D
Superintendent

FROM: Jim Straw, FMS Principal

RE: Office Furniture for Surplus

DESCRIPTION:

- 36 student chairs
- 1 bookcase
- 1 podium
- 2 paper organizers
- 1 teacher desk
- 1 round table
- 1 5' table

IF INTERESTED, PLEASE CONTACT:

Jim Straw, Freeman Middle School Principal
jstraw@freemansd.org

Coversheet

Future Board Meetings

Section:	XIV. Other Information
Item:	A. Future Board Meetings
Purpose:	
Submitted by:	
Related Material:	Future Board Meeting Schedule 2025-2026.pdf



FREEMAN SCHOOL BOARD MEETINGS 2025 - 2026

MONDAY	JANUARY 26 *	11:00 AM	PRTC CONFERENCE ROOM
THURSDAY	FEBRUARY 26	6:00 PM	PRTC CONFERENCE ROOM
MONDAY	MARCH 23	6:00 PM	PRTC CONFERENCE ROOM
MONDAY	APRIL 27	6:00 PM	PRTC CONFERENCE ROOM
WEDNESDAY	MAY 27	6:00 PM	PRTC CONFERENCE ROOM
TUESDAY	JUNE 9	3:00 PM	PRTC CONFERENCE ROOM
MONDAY	JULY 20	9:00 AM	PRTC CONFERENCE ROOM
WEDNESDAY	AUGUST 26 *	6:00 PM	PRTC CONFERENCE ROOM
			* SCHOOL BOARD ADVANCE WORK SESSION

June 2025

Coversheet

Personnel Action

Section:	XV. Personnel
Item:	A. Personnel Action
Purpose:	
Submitted by:	
Related Material:	Personnel Action 12-10-25.pdf

FREEMAN SCHOOL DISTRICT NO. 358
PERSONNEL ACTION

The administration recommends the following personnel action to the Board of Directors of Freeman School District No. 358 for December 10, 2025.

Administration:

Certified:

Classified: **Jamie Goodlake** – Substitute Child Nutritionist III (Server)
 Jessica Clemons – Substitute Paraeducator
 Jennifer Eden – Bus Driver

Contracted:

Extracurricular: **Scott Moore** – Resignation – MS 8th Grade Boys Head Basketball Coach
 Scott Moore – Resignation – MS 8th Grade Girls Head Basketball Coach