



Freeman School District

FREEMAN SCHOOL DISTRICT BOARD MEETING

Published on February 12, 2026 at 12:24 PM PST

Date and Time

Thursday February 19, 2026 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

II. Consent Agenda

A. February 2026 Consent Agenda Items

III. Board Recognition

A. Above and Beyond Award

IV. Pace Character Trait

A. HONESTY

Sincerity and reverence or love for the truth.

V. Correspondence

VI. 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, High School Assistant Principal-Athletic Director

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

VII. 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

VIII. Superintendent's Report

- A. Curriculum, Instruction and Assessment
- B. School Safety, Culture and Environment
 - Emergency Procedures Update
- C. Partnering with Parents and School/Community
- D. Fiscal & Legal Accountability
 - WA State Legislative Update
 - Cash Flow
 - Enrollment

IX. Board Comments

X. Visitor Comments & Concerns

XI. Unfinished Business

- A. Approval of Board Policy No. 1630 - 2nd Reading
- B. Approval of Board Policy 1820 - 2nd Reading
- C. Approval of Board Policy No. 1005 - 2nd Reading
- D. Approval of Board Policy No. 5400 - 2nd Reading

XII. New Business

- A. Approval of WIAA 2026-2027 Resolution
- B. Approval of Board Policy No. 1821 - 1st Reading
- C. Approval of Board Policy No. 2170 - 1st Reading
- D. Approval of Board Policy No. 3425 - 1st Reading
- E. Approval of Board Policy No. 5000 - 1st Reading

XIII. Other Information

A. Future Board Meetings

The next board meeting will be on Monday, March 23, 2026 at 6:00 PM. The following meetings will be on Monday, April 27, 2026 at 6:00 PM and Wednesday, May 27, 2026 at 6:00 PM.

XIV. Personnel

A. Personnel Action

XV. Closing Items

A. Adjourn Meeting

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

Coversheet

February 2026 Consent Agenda Items

Section: II. Consent Agenda
Item: A. February 2026 Consent Agenda Items
Purpose:
Submitted by:
Related Material: 1-26-2026 Board Meeting Minutes.pdf
February Consent Agenda.pdf
Feb MM AP Board Report.pdf
2026.01 Co Tr Statement.pdf
Budget Status for February BM.pdf

DRAFT



Freeman School District

Minutes

FREEMAN SCHOOL DISTRICT BOARD MEETING

Date and Time

Monday January 26, 2026 at 4:00 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, Briley Snyder, Chad Ripke, Chris Lopez-Rosas, Colton Orrino, Evelyn Kann, Everett Combs, Greta Van Gemert, Heidi Youseph, J. De Peralta, James Kann,

Jeff Smith, Jim Straw, Kent Bevers, Kirk Lally, L. Phelan, Lila Kadzejs, Mandy Minick, Mike Allen, R. Russell, Stacey Rawson, T. Reed, Tracy Hubbard

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Keebler called a meeting of the board of directors of Freeman School District to order on Monday Jan 26, 2026 at 4:00 PM.

C. Pledge of Allegiance

Heidi Youseph led us in the flag salute.

D. Establish Quorum

There is a quorum present.

II. Consent Agenda

A. December 2025 Consent Agenda Items

Bill Morphy moved the Board approve the December 2025 consent agenda, as presented. Danielle Santman seconded the motion and it passed unanimously.

B. January 2026 Consent Agenda Items

Danielle Santman moved the Board approve the January 2026 consent agenda, as presented. Bill Morphy seconded the motion and it passed unanimously.

III. Board Recognition

A. ASB Mid-Year Reports

Evelyn Kann, FES/FMS ASB President presented her board report.

Overview

This year, ASB is focused on making sure every student feels a sense of belonging and connection at Freeman Elementary and Middle Schools. We are working to increase student voice and involvement, giving more opportunities for students to share ideas and lead activities. Our goals also include strengthening our partnership with Freeman High School, creating efficient processes for our work, and making sure we have fun along the way. Together, we want to build a school community where everyone feels included and engaged.

Areas of Focus

>Student Activities

Successful Scottie Dash

Dances- Halloween & Winter (PTSG)

FMS Lunchtime Volleyball

>Heart Grams will be coming up February 9th-13th to benefit Shriners Children's of Spokane

>Scottie Dash Sponsorship Letters

>Communicating with Nutrition Services - students are sharing ideas with Mr. Beavers regarding new food items to try out

>ASB Budget is being spent on student activities, rewards and sports equipment

Bill Morphy asked how much was raised at the Scottie Dash and it was \$41,000.

Greta Van Gemert, FHS ASB President presented her board report.

Overview

1st semester end recap

Areas of Focus

- Leadership for second semester has flipped a switch to focus on how can we change student mindset from "have to" to "get to"
- Introducing the Dawg Fight, which is similar to a rival game and something created out of our inability to get a commitment from other teams to set up a rivalry matchup; Greta has emailed Colfax Athletic Director of what we are going to do and we'll see what their participation is.
- ASB purchased purple bands and glowsticks when we played Colfax recently to support one of their coaches diagnosed with cancer - community wore purple as well and it was well received
- MLK assembly went well
- Wrestling Snr night was last Thursday - overall working on promotion to get more students at events - trying incentives like free donuts
- Will continue working on student involvement as a focus for next year

B. Proposal for FFA Field Trip - March 2026

Colton Orrino (Agriculture and FFA Advisor, and High School teacher) presented a proposal for an FFA Field Trip in March 2026 for our Freeman FFA Livestock Judging Team, which includes Briley Snyder, Clara Dawe and Lila Kadzejs. If approved, they will fundraise for a trip to Loveland, Colorado to Colorado State University to attend the 2026 Blackout Livestock Evaluation Competition. They have been practicing pretty much every Tuesday for the past few years, and there's not a lot of opportunity in the local area to practice their skills.

Mr. Orrino presented the details of the trip, and Briley spoke about the why behind it. FFA has changed her life and helped her become a better person. She said she's a more well rounded individual who has improved her communication skills and strengthened her opinions. Denver would provide a more competitive environment as Colorado has higher quality shows/animals than what's available in WA state. They will be fundraising to local companies for the trip, and the FFA budget will cover the difference, as needed.

This is the letter from the team submitted to the school board, in addition to budget planning documents.

Dear Freeman School Board,

Hello, we are the Freeman Livestock judging team and we are here to talk about the importance of FFA and how it has impacted our lives. 3 years ago we started our livestock judging journey as freshmen, practicing every Tuesday morning at school as well as additional practices during late starts and days off of school. Our team has competed at the Spokane Junior Livestock Show, FFA State Contest, for the last 3 years and we have traveled to Pullman and several other schools to get hands-on experience as well as some professional insight from ag instructors around the area. Through these past 3 years we have realized that online judging classes are only going to get us so far. To be exceptional livestock judges we must expand our horizons and put ourselves in different competitive environments.

This year, our team is hoping to attend the Blackout judging show in Denver, Colorado. March 11 - 15, 2026. To help with the expenses, our team has written letters and plans to personally request community financial support. With our livestock judging coach Mandy Minick and our chaperone Carli Kadzejs, we will be able to use this opportunity to the fullest and become the best livestock judges Freeman has ever seen!

Livestock Judging is not only looking at animals. Through our 3 years of practice we have learned to become confident in our opinions and how to speak to a total stranger with poise and confidence. Being able to take advantage of an opportunity such as the Blackout Show will not only increase our livestock judging skills but also allow us to step out of our comfort zone and put our 3 years of hard-work to good use. The skills we are learning in FFA today are those we can take into the future to ensure success in all we do.

*Thank you,
Freeman FFA Livestock Judging Team*

C. Above and Beyond Award

Everett Combs was presented with the Freeman Above and Beyond Award. He has been here serving the district for more than 20 years and would do most anything for anyone. He was nominated by Tawnya Becker and the Transportation Department. Congratulations, Everett!

D. School Board Appreciation Month

January is School Board Appreciation Month! Dr. Russell discussed how grateful and thankful we are for their service to our community. Mrs. Phelan showed what the Kindergarten, 1st grade and 5th grade appreciation signs were displayed and presented to the Board Members. Mr. Straw presented an AI superimposed image of each board member into Freeman letterman's jackets, which got a good laugh. The MS also produced "thank you" coasters that were 3d printed from the classroom. And they put together a compilation of 20 years of excellence of accomplishments for the board to see. The HS is finishing their project and will extend the love for the board into February.

IV. Pace Character Trait

A. FAIRNESS

Treating people and ideas with justice and impartiality.

V. Correspondence

A. The Hagan Foundation Opportunities Grant Update

Superintendent Russell was pleased to announce that four of our Hagan Opportunities Grant applications were awarded full funding for a total of \$14,985.00!

1. **Kelly Neely** – Student-Led Yearbook Program - \$7,657 awarded
2. **Barb Gady, Lisa Phelan & Morgan Odenthal** – Scottie Bots - \$678 awarded
3. **Stacey Rawson, Amanda Kazmi & Hannah Warr** – Shoebox Tasks to Support Special Needs - \$1,150 awarded
4. **Stacey Rawson and Joanna Yearta** – School Communication/Inclusion Boards - \$5,500 awarded

All grant recipients will be recognized at the Hagan Opportunities Reception on 4/16/26. Congratulations to the staff involved...it will be exciting to see the impact of these projects. We are grateful for the Hagan Foundation for their support of innovation and education!

VI. 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

- During their January meeting, PTSG awarded over \$6,000 in teacher grants! Largest one was for Amy Beazer for ukuleles for the music program.
- Our 2nd grade teaching team and Para Carli are preparing for the annual President’s Wax Museum, which will be on Friday, February 13th. This will also be the day that students Mr. Turk and Mr. Newcomb will spend time with Mrs. Phelan to experience being the Principal for the Day.
- We have our Professional Learning Building PD during the late start on February 4th. The time will be differentiated by grade-level bands to review student data from AimsWeb, CEE perceptual data, and reflect on the first semester. Will set goals for second semester.

Enrollment

TK = 39 and P3 = 5 K = 65 1st = 50 2nd = 66
 3rd = 57 4th = 72 5th = 57= **411**

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

- >Professional Development on 1/5 was an excellent review of emergency procedures, universal accommodations, and TK-8 Learning. We have been working with the Principal at Liberty to develop the "Walks w/ Liberty" where our students will go visit Liberty and some of the Liberty staff will come visit Freeman.
- >We had the Martin Luther King Jr. Assembly on Friday, 1/16.
- >WSU Partnership in January
 - 6th & 7th Grade Family Night 8th Grade Mentorship (healthy relationships) 7th Grade Engagement (SLP focus and lab work)
- >Aimsweb Benchmarking has begun.

- >The FMS Musical w/ Mrs. Thompson & Ms. Nelson is in full swing and the cast is set. Currently rehearsing and going to showcase the HS Musical at the end of April.
- >The Robotics State competition was on Saturday, January 24th. We do not have a report on how they did yet.
- >The 6th grade Math Is Cool competition is this Friday, January 30th at Mead - we are sending two teams.

Enrollment

6th- 57 7th- 73 (+1) 8th- 64 Total- 194 (+1)

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

- On January 5th, professional development was provided regarding the threat assessment process, upcoming safety changes, and revised Emergency handbook. This led to a review of the check in/out process at the HS, as well as a quick guide for the substitute books. FHS also began an analysis of CEE data that will continue throughout the semester.
- Dawg for a Day has begun - this is when 8th grade students meet with a mentor student at the HS to experience life at the HS for part of a school day in preparation for the transition this fall.
- Knowledge Bowl - FHS is currently in 2nd place (out of 12); Regionals are on Feb. 20 @ EVHS.
- Skills USA Carpentry competition took place last week - waiting on scores.
- Preparing registration for next year - potential new courses: Advanced Marketing and possibly DECA.
- End of Semester 1 led to a focus on celebrating kids. The HS has reinstated an Honor Roll where they had 161 kids who had a 3.25GPA or better; grades are in and it was a successful semester.
- Spokane Scholar Nominees (selected by staff): Josiah Bessire - Math; Taylor Junke - WL; Mae Cashmere - Social Studies; Josiah Kahn - Fine Arts; Kaylyn Swanson - ELA; Ava Allyward - Science.

Enrollment

9th = 68 (-1), 10th = 56, 11th = 74 (down 1 and gaining 1), 12th = 78 . Total: 275

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

Overview

Winter Sports

- Girls Basketball – 10-5 overall, 7-0 in league, #13 in the RPI. Districts will start on 2/10 for the girls at WV. Senior Night on 1/30 vs Lind/Ritzville.
- Boys Basketball – 10-5 overall, 4-3 in league, #16 in the RPI. Districts would start on 2/7 for the boys at WV. Senior Night on 1/30 vs Lind/Ritzville. Working on staying healthy.
- Wrestling – 3-0 in league, Won several tournaments as a team. State Qualifying meet here at Freeman on 2/13 and 2/14. Senior Night on 1/22.

Areas of Focus

- Winter sports regular season games winding down.
- Dinner/Auction Fundraiser on March 14 at the CDA Casino.
- JV baseball coach - 1 internal candidate interviewing this week.
- JV volleyball coach - 1 internal candidate interviewing this week.
- Wrapping up spring non league games, working on fall non league games as well.
- Spring Final Forms numbers (enrollment) are out soon - track upwards of 60; baseball 21-22; softball 11-14, golf around 40. Reviewed the document regarding the use of 8th graders for participation to complete a roster at the HS. We may need that for softball to make a varsity roster. More to come - wanted it on the radar.

Bill Morphy asked if other schools were experiencing the same thing by sport - some are. Danielle Santman asked if we're working on the camp options to build the youth program - is that an option for softball and tennis - great idea, it's all about timing for participation.

Enrollment

- Boys Basketball - 26
- Girls Basketball - 18
- Boys Wrestling - 20
- Girls Wrestling - 1
- Cheer – 13

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

- Boys Basketball: Red Varsity: 0-1, Red JV: 0-1; Blue Varsity: 0-1, Blue JV: 1-0
- The colors help since we have crossover of grades on different teams. Numbers are high for the rosters, so playing time is the hard part.
- 3 weeks away from girls basketball season
- Still looking for head track coach for spring
- WSU peer-to-peer partnership update - about to do our last 4 lessons - 16 kids involved - first week of May is the culminating event at a ropes course.

Enrollment

- FMS Boys Basketball - 52
- Girls Basketball numbers now are in the mid-20s

VII. 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

1. Our Nutrition Services Intern began today, Monday, 1/26. His name is Christopher Lopez-Rosas from WSU and he was introduced to the board. He will have K-8 ASB and HS culinary class involvement.
2. We ran out of USDA dollars for produce. We will be splitting produce orders between Charlie's Produce and US Foods based on product pricing.
3. The new Food Pyramid was released. There is some concern it will impact schools negatively in terms of budget. Will have to wait and see.
4. It looks like whole milk will be coming back into school. It will be optional and not required. Need to look at budget implications.

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

- We are pleased to announce that Jamie Goodlake has passed her CDL skills test so now she can start learning afternoon routes for subbing.
- State Patrol announced their surprise visit in January - it went well.
- We are currently at:
 - 11 Regular Ed Routes
 - 1 SPED Route
 - 1T/K Route
 - 2 McKinney-Vento Routes

C. Kirk Lally, Maintenance-Grounds Director

Areas of Focus:

1. We are monitoring a failing boiler at the FES building until repairs are completed. Life expectancy is 15 years and that's right where we are at. It's leaking currently, but is back in operation until a full repair can be funded.
2. Working on completion of the building assessment for PRTC/FES MPR in Icos under OSPI website.
3. Working with DOH to sample faucets in all schools for "lead free kids" compliance. We have over 150 faucets to test, so will get creative on time as water needs to be stagnant at least 8 hours.

Safety:

Todd and Kirk have attended a round table discussion at ESD101 about safety and security (with Dave Teague), and they are also scheduled to attend another training in February for the new safety and security manuals.

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

Area of Focus

Special Education

- Looking into better curriculum alignment K-12 for our students with complex cognitive needs. Not as much of a robust curriculum as we would prefer to have, so they are getting that in front of the Instructional Materials committee.

- Our team continues to be incredibly creative and resourceful as we get more students in our district with unique and complex needs. Two more students coming in that need additional support as well.
- 109 Students

Multilingual Learners (MLL)

- WIDA (annual language development testing) begins next month. We are required to test all MLL students annually and notify families (in their home language) of results. Results inform eligibility for services for the following school year.
- 3 students

McKinney Vento/ Foster Youth

- We have 1 foster student in the district at this time and are working with DCYF to ensure stability and support for that student.
- Foster students have rights similar to McKinney Vento due to the transitional nature of foster care.
- 19 students/ 1 students

Title 1/ Learning Assistance Program (LAP)

- Wonderful News! We have a few new para subs!
- AimsWeb screening for academics will begin this month K-8. We are adding an additional component that is required by OSPI in K-2 to better screen for signs of dyslexia. Families receive AimsWeb reports at spring conferences along with dyslexia information if their student is at-risk.
- 72 students (K-8)

Highly Capable

- Highly Capable Screening will begin in 2-3rd grade the week of January 26. Parents received letters this week offering an opt out if they wish. Scores will be shared with families at spring conferences.
- Annually, we are required to create a district HiCap plan and have it approved by the school board. Our plan for your review is in your board packet tonight.

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 successfully launched the new Freeman School District website, providing a cleaner design, improved accessibility, and a more user-friendly experience for our entire community.
- We presented the updated Safety Manual and Technology Plan to the staff during the Professional development day to ensure transparency, alignment, and continued improvement in our districtwide safety practices.
- Begun the filing process for our 2026 E-Rate Form 470 to ensure we stay on timeline for bids and funding eligibility for Network Switching and Internet @ 60% Discount.

VIII. Superintendent's Report

A. Curriculum, Instruction and Assessment

B. School Safety, Culture and Environment

C. Partnering with Parents and School/Community

Mid-Year Update

- Dr. Russell discussed the great first semester and transition to second semester. Feedback on finishing first semester before the winter break has been great where students and staff can really relax and have down time. Feeling good on safety, security and tech plan this year.

FSD Solar Project update

- Dr. Russell updated the board that the Solar Project is scheduled to begin next week. He will keep them in the loop on logistics.

D. Fiscal & Legal Accountability

- Cash Flow
- Enrollment

Dr. Russell updated the board that we are projected to finish the fiscal year at the end of August at 4.5% in reserve. Our levy funds will start coming in starting in April, which is perfect timing as the repair for the boiler Mr. Lally mentioned earlier in the meeting is about \$45,000. Really hoping we can keep it going for the next 3 months until the levy funds come in. We anticipate spending about \$500K in the next 6-9 months for safety, security and technology. Pieces of this will include district mapping updates for emergency response, crosswalk updates, chromebooks, etc. Dr. Russell is feeling good with cash flow and enrollment.

IX. Board Comments

A. Superintendent Search Process Update

Board Chair Annie Keebler opened it up to the Board Members asking for their feedback/thoughts on the Superintendent search process. She said we had over 50 people participate on campus last week between staff, community, alumni, parents, and students regarding the superintendent search.

Dave Teague commented that the board received more survey results than expected, which gave the board valuable insights with relevant information to set appropriate goals and expectations moving forward. The process overall went well. He thanked those that took the time to share their thoughts as we got a great amount of feedback.

X. Unfinished Business

A. Approval of Board Policy & Procedure No. 5260 - 2nd Reading

Dave Teague moved the Board approve Board Policy & Procedure No. 5260 - 2nd Reading - Personnel Records, as presented. Danielle Santman seconded the motion and it passed unanimously.

B. Approval of Board Policy 1815 - 2nd Reading

Dave Teague moved the Board approve Board Policy No. 1815 - 2nd Reading - Personnel Records, as presented. Nate Talbott seconded the motion and it passed unanimously.

XI. New Business

A. Possible Action

- Selection of the Superintendent
- The Board said they were planning to take action.
- Danielle Santman moved the Board select Lisa Phelan as Freeman's next Superintendent for the 2026-2027 School Year. Bill Morphy seconded the motion and it passed unanimously.
- Dave Teague said based on the collective feedback that they heard they feel this is the best direction for the school.
- Bill Morphy feels we have someone with a proven track record of success, and aligns with the feedback we have received from the community.
- Danielle Santman said Lisa's vision is in line with the Board and the people that they have heard from.

B. Approval of 2025-2026 Highly Capable District Plan

Dave Teague moved the Board approve the 2025-2026 Highly Capable District Plan, as presented. Bill Morphy seconded the motion and it passed unanimously.

C. Approval of FSD General Fund Financial Donation

Dave Teague moved the Board approve the FSD General Fund Financial Donation, as presented. Danielle Santman seconded the motion and it passed unanimously.

Dave Teague and the Board expressed their gratitude to the anonymous donor as that type of support makes such a significant impact for our kids and community.

D. Approval of FFA Field Trip - March 2026

Bill Morphy moved the Board approve the FFA Field Trip - March 2026, as presented. Nate Talbott seconded the motion and it passed unanimously.

E. Approval of Board Policy No. 1005 - 1st Reading

Dave Teague moved the Board approve Board Policy No. 1005 - 1st Reading - Key Functions of the Board, as presented. Bill Morphy seconded the motion and it passed unanimously.

F. Approval of Board Policy No. 1630 - 1st Reading

Dave Teague moved the Board approve Board Policy No. 1630 - 1st Reading - Evaluation of the Superintendent, as presented. Nate Talbott seconded the motion and it passed unanimously.

G. Approval of Board Policy No. 1820 - 1st Reading

Dave Teague moved the Board approve Board Policy No. 1820 - 1st Reading - Evaluation of the Board, as presented. Nate Talbott seconded the motion and it passed unanimously.

H. Approval of Board Policy No. 5400 - 1st Reading

Dave Teague moved the Board approve Board Policy No. 5400 - 1st Reading - Personnel Leaves, as presented. Danielle Santman seconded the motion and it passed unanimously.

XII. Other Information

A. Future Board Meetings

Future Board Meetings

- The next board meeting will be on Thursday, February 19, 2026 at 6:00 PM.
- The following meetings will be on Monday, March 23, 2026 at 6:00 PM, and Monday, April 27, 2026 at 6:00 PM.

XIII. Personnel

A. Personnel Action

- Certified: **Wynn Clarke-Nelson** – Substitute Teacher
- Classified: **Sydney Beach** – Substitute Paraeducator
Amy Jones – Substitute Child Nutritionist III (Server) – pending OSPI clearance
- OSPI
2025-2026 **Joanne Moyer** – Retirement – MS Secretary (effective end of school year)
- Extracurricular: **Sierra McGarity** – Resignation - MS Head 7th Grade Girls Basketball Coach
Kyle Monasmith – MS Head 8th Grade Boys Basketball Coach
Sierra McGarity – MS Head 8th Grade Girls Basketball Coach
Teagan Mahre – MS Head 7th Grade Boys Basketball Coach
Jenna Williamson – HS JV/Assistant Girls Softball Coach
Chelsie Day – Resignation – HS JV/Assistant Volleyball Coach
Jake Pottratz – Resignation – HS JV/Assistant Baseball Coach
Joe Nunley – MS Head 7th Grade Girls Basketball Coach

Dave Teague moved the Board approve the Personnel Action - addendum, as presented. Bill Morphy seconded the motion and it passed unanimously.

XIV. EXECUTIVE SESSION

A. Superintendent Mid-Year Evaluation

The board moved into Executive Session at 5:17 PM for the purpose set forth in RCW 42.30.110, specifically the following: to evaluate a public employee or review or review of the performance of employees, including the Superintendent Mid-Year Evaluation. Such session is estimated to be approximately 1 hour in length. Annie Keebler stated there is action anticipated after the session.

The Board returned to open session at 6:05 PM.

Dave Teague moved the Board approve the Superintendent Mid-Year Evaluation. Nate Talbott seconded the motion and it passed unanimously.

B. Superintendent Search

XV. Closing Items

A. Adjourn Meeting

Recording Secretary _____

Board Secretary _____

Board Chair _____

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:07 PM.

Respectfully Submitted,
J. De Peralta

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

CONSENT AGENDA:

January 26th, 2026 Board Minutes

Feb. Credit Card (BMO) Payment General Fund	\$13,226.08
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Feb. Credit Card (BMO) Payment ASB Fund	\$927.28
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February General Fund Payments Not to Exceed	\$190,000.00
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February General Fund ACH Payments Not to Exceed	\$13,000.00
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February ASB Fund Payments Not to Exceed	\$15,000.00
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February Payroll Not to Exceed	\$1,010,000.00
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March Mid-month Payments, not to exceed	\$35,000.00
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January County Treasurer Report

January Budget Status Report

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of February 19, 2026, the board, by a _____ vote, approves payments, totaling \$14,153.36. The payments are further identified in this document.

Total by Payment Type for Cash Account, US BANK WIRE:
Wire Transfer Payments 202500047 through 202500050, totaling \$14,153.36

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
202500047	BMO MASTERCARD	02/04/2026	FEB MM AP GEN FUND00	GEN FUND Credit Card Payment AP Invoice.	0	12,390.21	12,390.21
10 E 530 0100 27 5610 4020 4020 0000 0				General Fund/EXPENDITURES/BASIC EDUCATION		52.95	
10 E 530 9700 72 7432 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		-420.08	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		677.76	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		629.01	
10 E 530 9700 35 7580 0000 0000 0000 1				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		75.00	
10 E 530 9700 12 7580 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		1,497.76	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		3,775.94	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		1,403.14	
10 E 530 2100 27 7580 0000 0000 0000 0				General Fund/EXPENDITURES/SPECIAL ED, BASIC, STATE		85.00	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		1,167.54	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		637.80	
10 E 530 0158 32 5652 0000 0000 0000 0				General Fund/EXPENDITURES/TECHNOLOGY		179.34	
10 E 530 9900 52 5610 0000 0000 0000 0				General Fund/EXPENDITURES/PUPIL TRANSPORTATIONS		462.01	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10 E 530 2100 27 5610 0000 0000 0000 0				General Fund/EXPENDITURES/SPECIAL ED, BASIC, STATE		23.61	
10 E 530 2100 27 5610 0000 0000 0000 0				General Fund/EXPENDITURES/SPECIAL ED, BASIC, STATE		165.00	
10 E 530 0158 32 5652 0000 0000 0000 0				General Fund/EXPENDITURES/TECHNOLOGY		52.97	
10 E 530 0100 27 5610 1010 1010 0000 0				General Fund/EXPENDITURES/BASIC EDUCATION		63.47	
10 E 530 0100 27 5610 2050 2050 0000 0				General Fund/EXPENDITURES/BASIC EDUCATION		63.45	
10 E 530 0100 27 5610 4020 4020 0000 0				General Fund/EXPENDITURES/BASIC EDUCATION		63.45	
10 E 530 9700 75 5610 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		135.88	
10 E 530 9700 63 5610 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		246.16	
10 E 530 0100 27 5610 0000 0006 0000 1				General Fund/EXPENDITURES/BASIC EDUCATION		158.90	
10 E 530 3164 27 5610 0000 0000 0000 0				General Fund/EXPENDITURES/CTE- CONSTRUCTION RELATED		1,128.68	
10 E 530 9700 12 8580 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		16.37	
10 E 530 9700 12 7580 0000 0000 0000 0				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		49.10	
202500048	BMO MASTERCARD	02/04/2026	FEB MM AP ASB FUND00	ASB FUND Credit Card Payment AP Invoice.	0	927.28	927.28
40 E 530 1000 00 0000 4020 0000 0000 0				Associated Student Body Fund/EXPENDITURES/General Stude		73.48	
40 E 530 1000 00 0000 4020 0000 0000 0				Associated Student Body Fund/EXPENDITURES/General Stude		28.08	
40 E 530 4160 00 0000 4020 0000 0000 0				Associated Student Body Fund/EXPENDITURES/HONORS ART CL		175.39	
40 E 530 2020 00 0000 4020 0000 0000 0				Associated Student Body Fund/EXPENDITURES/FOOTBALL		529.00	
40 E 530 2500 00 0000 4020 0000 0000 0				Associated Student Body Fund/EXPENDITURES/GENERAL ATHLE		121.33	
202500049	INTOUCH RECEIPTING	02/04/2026	JAN CC FEE'S FOR POS	IN PERSON CREDIT CARD TRANSACTION FEE'S FOR JANUARY	0	123.98	123.98
10 E 530 9700 13 7352 0000 0005 0000 1				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		123.98	
202500050	INTOUCH RECEIPTING	02/04/2026	JAN CC FEE'S ONLINE	ONLINE PURCHASES CREDIT CARD TRANSACTION FEE'S FOR JANUARY	0	711.89	711.89
10 E 530 9700 13 7352 0000 0005 0000 1				General Fund/EXPENDITURES/DISTRICTWIDE SUPPORT		711.89	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
4				Wire Transfer Check(s) For a Total of			14,153.36

	0	Manual	Checks For a Total of	0.00
	4	Wire Transfer	Checks For a Total of	14,153.36
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	4	Manual, Wire Tran, ACH & Computer Checks		14,153.36
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	14,153.36

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	General Fund	0.00	0.00	13,226.08	13,226.08
40	Associated Student Body Fund	0.00	0.00	927.28	927.28

Spokane County Treasurer's Monthly Report

SD No. 358 Freeman

For: 01/2026

ESD No. 101

SCHEDULE A

Detail of all Cash Increases (Other Than School District Direct Deposits with the County Treasurer, Investment Transactions, Interfund Loans, and Accrued Interest and Premium on Bonds Sold).

Rev. No.	Source Description	Item No.	J500FD S.D. 358	J510FD S.D. 358	J530FD S.D. 358	J550FD S.D. 358
			General	Building	Bond & Int	Transportation
			Fund 1	Fund 2	Fund 3	Fund 9
1100	Local Property Tax	20	\$9,944.87	\$791.09	\$9,959.06	\$0.00
1300	Sale of Tax Title Property	28	\$0.00	\$0.00	\$0.00	\$0.00
1400	In Lieu of Taxes	29	\$0.00	\$0.00	\$0.00	\$0.00
1500	Timber Excise Tax	35	\$0.00	\$0.00	\$0.00	\$0.00
1600	County-Administered Forests - DNR	30	\$0.00	\$0.00	\$0.00	\$0.00
1900	Other Local Taxes	31	\$0.00	\$0.00	\$0.00	\$0.00
XXXX	State Apportionment (Total Only) Report 1197	32	\$1,104,124.83			\$0.00
2900	Other Nontax (i.e., Impact Fees)	38	\$0.00	\$0.00	\$0.00	\$0.00
5500	Federal Forests	27	\$0.00	\$0.00	\$0.00	
3600	State Forests - DNR	34	\$0.00	\$0.00	\$0.00	\$0.00
3900	Other State - General	36	\$0.00	\$0.00	\$0.00	
5400	Federal in Lieu of Taxes	55	\$0.00	\$0.00	\$0.00	\$0.00
XXXX	Other Federal (Includes Accounts 5200 6100)	40	\$0.00	\$0.00	\$0.00	
2300	Investment Earnings	02	\$1,492.07	\$516.30	\$1,257.67	\$2.51
2400	Interfund Loan Interest Earnings	41	\$0.00	\$0.00		
9100	Sale of Bonds	42	\$0.00	\$0.00		\$0.00
9600	Sale of Refunding Bonds	43			\$0.00	\$0.00
7100	Participation Payments from Other Districts	46	\$0.00	\$0.00		
7301	Nonhigh Participation	47	\$0.00			
** 9900	Operating Transfers	48	\$0.00	\$0.00	\$0.00	\$0.00
Total Schedule A Cash Increases			\$1,115,561.77	\$1,307.39	\$11,216.73	\$2.51

(These totals must equal the amounts shown in Item 04 on pages 1, 2 and 3 in funds 1, 2, 3, and 9)

**Please refer to the Accounting Manual for Public School Districts in the State of Washington for definition of Revenue!

This report is due on or before the 7th business day of the following month according to RCW 28A.510.270(2).
I hereby certify that the county treasurer's monthly report to the above-named school district is true and correct.

County Treasurer: Mike Volz

Date 02/05/2026

Spokane County Treasurer's Monthly Report

SD No. 358 Freeman

For: 01/2026

ESD No. 101

	Item No.	J500FD S.D. 358	J560FD S.D. 358
		General	ASB
		Fund 1	Fund 4
I CASH:			
Beginning Cash Balance		\$280,936.41	\$407,418.33
ADD: School District Deposits Received in	01	\$89,751.70	\$22,039.69
Investments Earnings	02		\$1,313.15
Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Interfund Loan Proceeds from Fund 2	52	\$0.00	
Repayment of Interfund Loan Principal From Fund 2, 3, or 9 (Exclude Interest)	49	\$0.00	
Proceed from Revenue Anticipation Notes Issued	15	\$0.00	
Total Schedule A Cash Increases (see page 6)	04	\$1,115,561.77	
Other Cash Increases - Identify:	19	\$0.00	\$0.00
Warrants Cancelled		\$10.00	\$0.00
DEDUCT: Warrants Issued		-\$338,405.32	-\$8,450.96
Warrants Interest Paid	06	\$0.00	
Investments Purchased	07	\$0.00	\$0.00
Interfund Loans to Funds 2, 3, or 9	13	\$0.00	
Repayment of Interfund Loan Principal to Fund 2 (Exclude Interest)	08	\$0.00	
Interfund Loan Interet Paid	09	\$0.00	
Revenue Anticipation Notes Redeemed	16	\$0.00	
Revenue Anticipation Note Interest Paid	17	\$0.00	
Operating Transfer to Funds 2, 3, or 9	10	\$0.00	
Other Cash Decreases - Identity	11	-\$802,067.90	-\$3,293.81
Ending Cash Balance		\$345,786.66	\$419,026.40
II INVESTMENTS			
Beginning Investments Balance		\$0.00	\$0.00
ADD: Investments Purchased	07	\$0.00	\$0.00
DEDUCT: Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Ending Investments Balance		\$0.00	\$0.00
III WARRANTS			
Beginning Warrants Outstanding Balance		\$427,599.90	\$18,785.16
ADD: Warrants Issued	12	\$338,405.32	\$8,450.96
DEDUCT: Warrants Redeemed	05	-\$426,341.36	-\$18,007.51
Warrants Cancelled	14	-\$10.00	\$0.00
Ending Warrants Outstanding Balance		\$339,653.86	\$9,228.61
IV REVENUE ANTICIPATION NOTES OUTSTANDING:			
Beginning Revenue Anticipation Notes Outstanding Balance		\$0.00	
ADD: Revenue Anticipation Notes Issued	15	\$0.00	
DEDUCT: Revenue Anticipation Notes Redeemed	16	\$0.00	
Ending Revenue Anticipation Notes Outstanding Balance		\$0.00	
ENDING CASH PLUS INVESTMENTS			
LESS REVENUE ANTICIPATION NOTES OUTSTANDING		\$345,786.66	\$419,026.40

Spokane County Treasurer's Monthly Report

SD No. 358 Freeman

For: 01/2026

ESD No. 101

	Item No.	J510FD S.D. 358	J550FD S.D. 358
		Building	Transportation
		Fund 2	Fund 9
I CASH:			
Beginning Cash Balance		\$163,437.65	\$794.66
ADD: School District Deposits Received in	01	\$0.00	\$0.00
Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Interfund Loan Proceeds from Fund 2	52	\$0.00	\$0.00
Repayment of Interfund Loan Principal From Fund 1, 3, or 9 (Exclude Interest)	49	\$0.00	
Proceed from Revenue Anticipation Notes Issued	15	\$0.00	\$0.00
Total Schedule A Cash Increases (see page 6)	04	\$1,307.39	\$2.51
Other Cash Increases - Identify:	19	\$0.00	\$0.00
Warrants Cancelled		\$0.00	\$0.00
DEDUCT: Warrants Issued		\$0.00	\$0.00
Warrants Interest Paid	06	\$0.00	\$0.00
Investments Purchased	07	\$0.00	\$0.00
Nonvoted Bonds Redeemed by County Treasurer	13	\$0.00	
Repayment of Interfund Loan Principal to Fund 2 (Exclude Interest)	08	\$0.00	\$0.00
Interfund Loan Interet Paid	09	\$0.00	\$0.00
Revenue Anticipation Notes Redeemed	16	\$0.00	\$0.00
Revenue Anticipation Note Interest Paid	17	\$0.00	\$0.00
Operating Transfer to Funds 2, 3, or 9	10	\$0.00	\$0.00
Investments Purchased	18	\$0.00	
Other Cash Decreases - Identity	11	\$0.00	\$0.00
Ending Cash Balance		\$164,745.04	\$797.17
II INVESTMENTS			
Beginning Investments Balance		\$0.00	\$0.00
ADD: Investments Purchased	07	\$0.00	\$0.00
DEDUCT: Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Ending Investments Balance		\$0.00	\$0.00
III WARRANTS			
Beginning Warrants Outstanding Balance		\$0.00	\$100,200.00
ADD: Warrants Issued	12	\$0.00	\$0.00
DEDUCT: Warrants Redeemed	05	\$0.00	-\$100,200.00
Warrants Cancelled	14	\$0.00	\$0.00
Ending Warrants Outstanding Balance		\$0.00	\$0.00
IV REVENUE ANTICIPATION NOTES OUTSTANDING:			
Beginning Revenue Anticipation Notes Outstanding Balance		\$0.00	\$0.00
ADD: Revenue Anticipation Notes Issued	15	\$0.00	\$0.00
DEDUCT: Revenue Anticipation Notes Redeemed	16	\$0.00	\$0.00
Ending Revenue Anticipation Notes Outstanding Balance		\$0.00	\$0.00
ENDING CASH PLUS INVESTMENTS			
LESS REVENUE ANTICIPATION NOTES OUTSTANDING		\$164,745.04	\$797.17

Spokane County Treasurer's Monthly Report

SD No. 358 Freeman

For: 01/2026

ESD No. 101

		J530FD S.D. 358 Bond & Int
		Fund 3
I COUNTY TREASURER'S CASH:		
Beginning Cash Balance		\$399,094.60
ADD: School District Deposits Received in	01	\$0.00
Investments Sold (Exclude Interest)	03	\$0.00
Interfund Loan Proceeds from Fund 1 or 2	52	\$0.00
Accrued Interest and Premium on Bond Sales	50	\$0.00
Monies Remitted to County Treasurer by Fiscal Agent	77	\$0.00
Proceed from Revenue Anticipation Notes Issued	15	\$0.00
Other Cash Increases - Identify:	19	\$0.00
Total Schedule A Cash Increases (see page 6)	04	\$11,216.73
Warrants Cancelled		\$0.00
DEDUCT: Warrants Issued		\$0.00
Warrants Interest Paid	06	\$0.00
Voted Bonds Redeemed by County Treasurer	71	\$0.00
Nonvoted Bonds Redeemed by County Treasurer	58	\$0.00
Voted Coupon Interest Paid by County Treasurer	72	\$0.00
Nonvoted Coupon Interest Paid by County Treasurer	65	\$0.00
Bond Transfer Fees	98	\$0.00
Investments Purchased	07	\$0.00
Monies Remitted to Fiscal Agent by County Treasurer	73	\$0.00
Repayment of Interfund Loan to Fund 1 or 2 (Exclude Interest)	08	\$0.00
Interfund Loan Interest Paid	09	\$0.00
Revenue Anticipation Notes Redeemed	16	\$0.00
Revenue Anticipation Note Interest Paid	17	\$0.00
Residual Equity Transfer to Funds 1 to Close Out Debt Service Fund	10	\$0.00
Other Cash Decreases - Identity	11	\$0.00
Ending County Treasurer's Cash Balance		\$410,311.33
II COUNTY TREASURER'S INVESTMENTS:		
Beginning County Treasurer's Investments Balance		\$0.00
ADD: Investments Purchased	07	\$0.00
DEDUCT: Investments Sold (Exclude Interest)	03	\$0.00
Ending County Treasurer's Investments Balance		\$0.00
III FISCAL AGENT CASH		
Beginning Fiscal Agent Cash Balance		\$0.00
ADD: Monies Remitted to the Fiscal Agent by County Treasurer	73	\$0.00
DEDUCT: Voted Bonds Redeemed by Fiscal Agent	75	\$0.00
Nonvoted Bonds Redeemed by Fiscal Agent	57	\$0.00
Voted Coupon Interest Paid by Fiscal Agent	76	\$0.00
Nonvoted Coupon Interest Paid by Fiscal Agent	64	\$0.00
Monies Remitted to County Treasurer by Fiscal Agent	77	\$0.00
Ending Fiscal Agent Cash Balance		\$0.00
IV REVENUE ANTICIPATION NOTES OUTSTANDING:		
Beginning Revenue Anticipation Notes Outstanding Balance		\$0.00
ADD: Revenue Anticipation Notes Issued	15	\$0.00
DEDUCT: Revenue Anticipation Notes Redeemed	16	\$0.00
Ending Revenue Anticipation Notes Outstanding Balance		\$0.00

Spokane County Treasurer's Monthly Report

SD No. 358 Freeman

For: 01/2026

ESD No. 101

		J530FD S.D. 358 Bond & Int
		Fund 3
V WARRANTS OUTSTANDING:		
Beginning Warrants Outstanding Balance		\$0.00
(+) Warrants Issued	12	\$0.00
(-) Warrants Redeemed	05	\$0.00
Warrants Cancelled	14	\$0.00
Ending Warrants Outstanding Balance		\$0.00
VI MATURED VOTED BONDS OUTSTANDING		
Beginning Matured Voted Bonds Outstanding Balance		\$0.00
(+) Bonds Maturing This Month	90	\$0.00
(-) Bonds Redeemed by Fiscal Agent	75	\$0.00
Bonds Redeemed By County Treasurer	71	\$0.00
Ending Matured Voted Bonds Outstanding Balance		\$0.00
VII MATURED NONVOTED BONDS OUTSTANDING		
Beginning Matured Nonvoted Bonds Outstanding Balance		\$0.00
(+) Bonds Maturing This Month	56	\$0.00
(-) Bonds Redeemed by Fiscal Agent	57	\$0.00
Bonds Redeemed By County Treasurer	58	\$0.00
Ending Matured Nonvoted Bonds Outstanding Balance		\$0.00
VIII UNMATURED VOTED BONDS OUTSTANDING		
Beginning Unmatured Voted Bonds Outstanding Balance		\$5,445,000.00
(+) Bonds Issued	78	\$0.00
Refunding Bonds Transferred from Fund 6	87	\$0.00
(-) Bonds Maturing this Month	90	\$0.00
Bonds Refunded Transferred to Funds 5 or 6	97	\$0.00
Ending Unmatured Voted Bonds Outstanding Balance		\$5,445,000.00
IX UNMATURED NONVOTED BONDS OUTSTANDING		
Beginning Unmatured Nonvoted Bonds Outstanding Balance		\$797,100.00
(+) Bonds Issued	59	\$0.00
Refunding Bonds Transferred from Fund 6	60	\$0.00
(-) Bonds Maturing this Month	56	\$0.00
Bonds Refunded Transferred to Funds 5 or 6	62	\$0.00
Ending Unmatured Nonvoted Bonds Outstanding Balance		\$797,100.00
X VOTED MATURED COUPONS OUTSTANDING		
Beginning Voted Matured Coupons Outstanding Balance		\$0.00
(+) Coupons Maturing this Month	79	\$0.00
(-) Coupon Interest Paid By Fiscal Agent	76	\$0.00
Coupon Interest Paid By the County Treasurer	72	\$0.00
Ending Voted Matured Coupons Outstanding Balance		\$0.00
XI NONVOTED MATURED COUPONS OUTSTANDING		
Beginning Nonvoted Matured Coupons Outstanding Balance		\$0.00
(+) Coupons Maturing this Month	63	\$0.00
(-) Coupon Interest Paid By Fiscal Agent	64	\$0.00
Coupon Interest Paid By the County Treasurer	65	\$0.00
Ending Nonvoted Matured Coupons Outstanding Balance		\$0.00

	Item No.	K160FD S.D. 358	Permanent
		Trust & Agency	Trust
		Fund 7	Fund 8
I CASH:			
Beginning Cash Balance		\$0.00	\$0.00
(+) School District Deposits Received in	01	\$0.00	\$0.00
Investment Earnings 02	02	\$0.00	\$0.00
Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Other Cash Increases - Identify:	19	\$0.00	\$0.00
Total Schedule A Cash Increases (see page 6)		\$0.00	\$0.00
Warrants Cancelled		\$0.00	\$0.00
(-) Warrants Issued		\$0.00	\$0.00
Investments Purchased	07	\$0.00	\$0.00
Other Cash Decreases - Identity	11	\$0.00	\$0.00
Ending Cash Balance		\$0.00	\$0.00
II INVESTMENTS:			
Beginning Investments Balance		\$0.00	\$0.00
(+) Investments Purchased	07	\$0.00	\$0.00
(-) Investments Sold (Exclude Interest)	03	\$0.00	\$0.00
Ending Investment Balance		\$0.00	\$0.00
III WARRANTS OUTSTANDING:			
Beginning Warrants Outstanding Balance		\$0.00	\$0.00
(+) Warrants Issued	12	\$0.00	\$0.00
(-) Warrants Redeemed	05	\$0.00	\$0.00
Warrants Cancelled	14	\$0.00	\$0.00
Ending Warrants Outstanding Balance		\$0.00	\$0.00
ENDING CASH PLUS INVESTMENTS		\$0.00	\$0.00

10--General Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
A. REVENUES/OTHER FIN. SOURCES						
1000 LOCAL TAXES	1,980,251	9,944.87	820,233.17		1,160,017.83	41.42
2000 LOCAL SUPPORT NONTAX	365,700	73,402.77	205,184.44		160,515.56	56.11
3000 STATE, GENERAL PURPOSE	8,709,346	820,846.36	3,517,344.36		5,192,001.64	40.39
4000 STATE, SPECIAL PURPOSE	3,195,158	256,885.13	1,226,960.98		1,968,197.02	38.40
5000 FEDERAL, GENERAL PURPOSE	0	.00	.00		.00	0.00
6000 FEDERAL, SPECIAL PURPOSE	352,466	26,393.34	118,423.80		234,042.20	33.60
7000 REVENUES FR OTH SCH DIST	85,000	17,820.00	17,820.00		67,180.00	20.96
8000 OTHER AGENCIES AND ASSOCIATES	1,000	.00	.00		1,000.00	0.00
9000 OTHER FINANCING SOURCES	0	.00	.00		.00	0.00
<u>Total REVENUES/OTHER FIN. SOURCES</u>	14,688,921	1,205,292.47	5,905,966.75		8,782,954.25	40.21
B. EXPENDITURES						
00 Regular Instruction	7,084,422	575,760.49	2,879,092.74	3,408,629.92	796,699.34	88.75
10 Federal Stimulus	0	.00	.00	0.00	.00	0.00
20 Special Ed Instruction	1,744,293	135,311.83	696,729.75	853,450.02	194,113.23	88.87
30 Voc. Ed Instruction	1,374,442	107,915.76	532,498.24	691,970.98	149,972.78	89.09
40 Skills Center Instruction	0	.00	.00	0.00	.00	0.00
50+60 Compensatory Ed Instruct.	206,214	19,096.95	102,647.55	118,048.04	14,481.59	107.02
70 Other Instructional Pgms	26,455	2,346.77	11,747.52	16,646.40	1,938.92	107.33
80 Community Services	1,500	1,122.86	5,678.66	0.00	4,178.66	378.58
90 Support Services	4,084,444	297,665.45	2,076,799.59	1,513,052.12	494,592.29	87.89
<u>Total EXPENDITURES</u>	14,521,770	1,139,220.11	6,305,194.05	6,601,797.48	1,614,778.47	88.88
C. <u>OTHER FIN. USES TRANS. OUT (GL 536)</u>	33,586	.00	19,118.85			
D. <u>OTHER FINANCING USES (GL 535)</u>	0	.00	.00			
E. <u>EXCESS OF REVENUES/OTHER FIN.SOURCES</u> <u>OVER(UNDER) EXP/OTH FIN USES (A-B-C-D)</u>	133,565	66,072.36	418,346.15		551,911.15	413.22
F. <u>TOTAL BEGINNING FUND BALANCE</u>	590,784		795,931.03			
G. <u>GLS 896, 897, 898 ACCOUNTING</u> <u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
H. <u>TOTAL ENDING FUND BALANCE</u> <u>(E+F + OR - G)</u>	724,349		377,584.88			

I. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 815 Restrict Unequalized Deduct Rev	0	.00
G/L 821 Restrictd for Carryover	0	93,147.17
G/L 823 Restricted for Carryover of Tra	0	31,365.09
G/L 825 Restricted for Skills Center	0	.00
G/L 828 Restricted for C/O of FS Rev	0	.00
G/L 830 Restricted for Debt Service	0	.00
G/L 835 Restrictd For Arbitrage Rebate	0	.00
G/L 840 Nonspnd FB - Invent/Prepd Itms	29,293	29,293.49
G/L 845 Restricted for Self-Insurance	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 870 Committed to Other Purposes	0	.00
G/L 872 Committed to Econmc Stabilizatn	0	.00
G/L 873 Committed to Depreciation Sub-F	0	.00
G/L 875 Assigned Contingencies	0	.00
G/L 884 Assigned to Other Cap Projects	0	.00
G/L 888 Assigned to Other Purposes	0	15,000.00
G/L 890 Unassigned Fund Balance	258,695	208,169.66-
G/L 891 Unassigned Min Fnd Bal Policy	436,361	416,948.79
<u>TOTAL</u>	724,349	377,584.88

20--Capital Projects-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

	ANNUAL	ACTUAL	ACTUAL			
	BUDGET	FOR MONTH	FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
A. REVENUES/OTHER FIN. SOURCES						
1000 Local Taxes	921,251	791.09	3,546.33		917,704.67	0.38
2000 Local Support Nontax	12,000	516.30	5,076.79		6,923.21	42.31
3000 State, General Purpose	0	.00	.00		.00	0.00
4000 State, Special Purpose	20,000	.00	.00		20,000.00	0.00
5000 Federal, General Purpose	0	.00	.00		.00	0.00
6000 Federal, Special Purpose	0	.00	.00		.00	0.00
7000 Revenues Fr Oth Sch Dist	0	.00	.00		.00	0.00
8000 Other Agencies and Associates	0	.00	.00		.00	0.00
9000 Other Financing Sources	0	.00	.00		.00	0.00
<u>Total REVENUES/OTHER FIN. SOURCES</u>	953,251	1,307.39	8,623.12		944,627.88	0.90
B. EXPENDITURES						
10 Sites	105,000	.00	4,586.06	0.00	100,413.94	4.37
20 Buildings	0	.00	.00	0.00	.00	0.00
30 Equipment	520,000	.00	30,634.43	23,607.94-	512,973.51	1.35
40 Energy	0	.00	.00	0.00	.00	0.00
50 Sales & Lease Expenditure	0	.00	.00	0.00	.00	0.00
60 Bond Issuance Expenditure	0	.00	.00	0.00	.00	0.00
90 Debt	0	.00	.00	0.00	.00	0.00
<u>Total EXPENDITURES</u>	625,000	.00	35,220.49	23,607.94-	613,387.45	1.86
C. OTHER FIN. USES TRANS. OUT (GL 536)						
	517,220	.00	256,280.00			
D. OTHER FINANCING USES (GL 535)						
	0	.00	.00			
E. EXCESS OF REVENUES/OTHER FIN. SOURCES						
<u>OVER(UNDER) EXP/OTH FIN USES (A-B-C-D)</u>	188,969-	1,307.39	282,877.37-		93,908.37-	49.70
F. TOTAL BEGINNING FUND BALANCE						
	334,301		447,622.41			
G. GLS 896, 897, 898 ACCOUNTING						
<u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
H. TOTAL ENDING FUND BALANCE						
<u>(E+F + OR - G)</u>	145,332		164,745.04			

I. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 825 Restricted for Skills Center	0	.00
G/L 830 Restricted for Debt Service	0	.00
G/L 835 Restricted For Arbitrage Rebate	0	.00
G/L 840 Nonspnd FB - Invent/Prepd Itms	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 861 Restricted from Bond Proceeds	0	434,122.41
G/L 862 Committed from Levy Proceeds	20,000-	.00
G/L 863 Restricted from State Proceeds	0	.00
G/L 864 Restricted from Fed Proceeds	0	.00
G/L 865 Restricted from Other Proceeds	0	.00
G/L 866 Restricted Impact Fees	0	.00
G/L 867 Restricted Mitigation Fees	0	.00
G/L 869 Restricted fr Undistr Proceeds	0	.00
G/L 870 Committed to Other Purposes	0	.00
G/L 889 ASSIGNED TO FUND PURPOSES	165,332	269,377.37-
G/L 890 Unassigned Fund Balance	0	.00
<u>TOTAL</u>	145,332	164,745.04

30--Debt Service Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
A. REVENUES/OTHER FIN. SOURCES						
1000 Local Taxes	1,817,000	9,959.06	803,912.80		1,013,087.20	44.24
2000 Local Support Nontax	14,000	1,257.67	14,587.70		587.70-	104.20
3000 State, General Purpose	0	.00	.00		.00	0.00
5000 Federal, General Purpose	0	.00	.00		.00	0.00
9000 Other Financing Sources	550,806	.00	275,398.85		275,407.15	50.00
<u>Total REVENUES/OTHER FIN. SOURCES</u>	<u>2,381,806</u>	<u>11,216.73</u>	<u>1,093,899.35</u>		<u>1,287,906.65</u>	<u>45.93</u>
B. EXPENDITURES						
Matured Bond Expenditures	2,082,220	.00	1,821,280.00	0.00	260,940.00	87.47
Interest On Bonds	282,037	.00	158,668.85	0.00	123,368.15	56.26
Interfund Loan Interest	0	.00	.00	0.00	.00	0.00
Bond Transfer Fees	50,000	.00	900.00	0.00	49,100.00	1.80
Arbitrage Rebate	0	.00	.00	0.00	.00	0.00
Underwriter's Fees	0	.00	.00	0.00	.00	0.00
<u>Total EXPENDITURES</u>	<u>2,414,257</u>	<u>.00</u>	<u>1,980,848.85</u>	<u>0.00</u>	<u>433,408.15</u>	<u>82.05</u>
C. <u>OTHER FIN. USES TRANS. OUT (GL 536)</u>	0	.00	.00			
D. <u>OTHER FINANCING USES (GL 535)</u>	0	.00	.00			
E. <u>EXCESS OF REVENUES/OTHER FIN.SOURCES OVER (UNDER) EXPENDITURES (A-B-C-D)</u>	32,451-	11,216.73	886,949.50-		854,498.50-	> 1000
F. <u>TOTAL BEGINNING FUND BALANCE</u>	1,280,242		1,297,260.83			
G. <u>GLS 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
H. <u>TOTAL ENDING FUND BALANCE (E+F + OR - G)</u>	1,247,791		410,311.33			
I. ENDING FUND BALANCE ACCOUNTS:						
G/L 810 Restricted for Other Items	0		.00			
G/L 830 Restricted for Debt Service	1,247,791		410,311.33			
G/L 835 Restrictd For Arbitrage Rebate	0		.00			
G/L 870 Committed to Other Purposes	0		.00			
G/L 889 ASSIGNED TO FUND PURPOSES	0		.00			
G/L 890 Unassigned Fund Balance	0		.00			
<u>TOTAL</u>	<u>1,247,791</u>		<u>410,311.33</u>			

40--Associated Student Body Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
 Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
A. REVENUES						
1000 General Student Body	81,900	1,892.34	46,565.83		35,334.17	56.86
2000 Athletics	275,025	17,129.00	84,818.03		190,206.97	30.84
3000 Classes	7,200	.00	3,255.00		3,945.00	45.21
4000 Clubs	79,515	4,001.50	31,580.88		47,934.12	39.72
6000 Private Moneys	1,300	330.00	1,151.16		148.84	88.55
<u>Total REVENUES</u>	444,940	23,352.84	167,370.90		277,569.10	37.62
B. EXPENDITURES						
1000 General Student Body	82,650	545.55	25,585.34	0.00	57,064.66	30.96
2000 Athletics	337,135	9,370.28	106,888.48	7,865.08	222,381.44	34.04
3000 Classes	7,800	.00	250.00	0.00	7,550.00	3.21
4000 Clubs	91,000	1,840.72	15,147.67	31,052.82	44,799.51	50.77
6000 Private Moneys	800	.00	1,409.33	0.00	609.33-	176.17
<u>Total EXPENDITURES</u>	519,385	11,756.55	149,280.82	38,917.90	331,186.28	36.23
C. EXCESS OF REVENUES						
<u>OVER (UNDER) EXPENDITURES (A-B)</u>	74,445-	11,596.29	18,090.08		92,535.08	124.30-
D. TOTAL BEGINNING FUND BALANCE						
	330,329		407,074.54			
E. GLS 896, 897, 898 ACCOUNTING						
<u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
F. TOTAL ENDING FUND BALANCE						
<u>C+D + OR - E)</u>	255,884		425,164.62			
G. ENDING FUND BALANCE ACCOUNTS:						
G/L 810 Restricted for Other Items	0		.00			
G/L 819 Restricted for Fund Purposes	255,884		425,164.62			
G/L 840 Nonspnd FB - Invent/Prepd Itms	0		.00			
G/L 850 Restricted for Uninsured Risks	0		.00			
G/L 870 Committed to Other Purposes	0		.00			
G/L 889 ASSIGNED TO FUND PURPOSES	0		.00			
G/L 890 Unassigned Fund Balance	0		.00			
<u>TOTAL</u>	255,884		425,164.62			

70--Private Purpose Trust Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

90--Transportation Vehicle Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
<u>A. REVENUES/OTHER FIN. SOURCES</u>						
1000 Local Taxes	0	.00	.00		.00	0.00
2000 Local Nontax	5,000	2.51	9,406.84		4,406.84-	188.14
3000 State, General Purpose	0	.00	.00		.00	0.00
4000 State, Special Purpose	225,882	.00	.00		225,882.00	0.00
5000 Federal, General Purpose	0	.00	.00		.00	0.00
6000 Federal, Special Purpose	0	.00	.00		.00	0.00
8000 Other Agencies and Associates	0	.00	.00		.00	0.00
9000 Other Financing Sources	0	.00	.00		.00	0.00
<u>A. TOTAL REV/OTHER FIN.SRCS(LESS TRANS)</u>	<u>230,882</u>	<u>2.51</u>	<u>9,406.84</u>		<u>221,475.16</u>	<u>4.07</u>
<u>B. 9900 TRANSFERS IN FROM GF</u>	<u>0</u>	<u>.00</u>	<u>.00</u>		<u>.00</u>	<u>0.00</u>
<u>C. Total REV./OTHER FIN. SOURCES</u>	<u>230,882</u>	<u>2.51</u>	<u>9,406.84</u>		<u>221,475.16</u>	<u>4.07</u>
<u>D. EXPENDITURES</u>						
Type 30 Equipment	264,491	.00	262,537.52	0.00	1,953.48	99.26
Type 40 Energy	0	.00	.00	0.00	.00	0.00
Type 60 Bond Levy Issuance	0	.00	.00	0.00	.00	0.00
Type 90 Debt	0	.00	.00	0.00	.00	0.00
<u>Total EXPENDITURES</u>	<u>264,491</u>	<u>.00</u>	<u>262,537.52</u>	<u>0.00</u>	<u>1,953.48</u>	<u>99.26</u>
<u>E. OTHER FIN. USES TRANS. OUT (GL 536)</u>	<u>0</u>	<u>.00</u>	<u>.00</u>			
<u>F. OTHER FINANCING USES (GL 535)</u>	<u>0</u>	<u>.00</u>	<u>.00</u>			
<u>G. EXCESS OF REVENUES/OTHER FIN SOURCES OVER(UNDER) EXP/OTH FIN USES (C-D-E-F)</u>	<u>33,609-</u>	<u>2.51</u>	<u>253,130.68-</u>		<u>219,521.68-</u>	<u>653.16</u>
<u>H. TOTAL BEGINNING FUND BALANCE</u>	<u>259,491</u>		<u>253,927.85</u>			
<u>I. GLS 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)</u>	<u>XXXXXXXXXX</u>		<u>.00</u>			
<u>J. TOTAL ENDING FUND BALANCE (G+H + OR - I)</u>	<u>225,882</u>		<u>797.17</u>			

K. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 819 Restricted for Fund Purposes	225,882	797.17
G/L 830 Restricted for Debt Service	0	.00
G/L 835 Restrictd For Arbitrage Rebate	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 889 ASSIGNED TO FUND PURPOSES	0	.00
G/L 890 Unassigned Fund Balance	0	.00
<u>TOTAL</u>	225,882	797.17

E0--Employee Benefit Trust Fund-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

T0--General Long-Term Debt Group-- FUND BALANCE -- AGENCY ACCOUNTS -- Original -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the FREEMAN SCHOOL DISTRICT #358 School District for the Month of January, 2026

***** End of report *****

Coversheet

Lisa Phelan, Elementary School Principal-Assistant Superintendent

Section: VI. 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: February 19, 2026

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

- The hiring of a new elementary school principal. The student panel included four fourth-grade students and one fifth-grade student.
- The annual President’s Wax Museum was on Friday, February 13th, and Mr. Turk and Mr. Newcomb spent the day with me to experience being the Principal for the Day.
- Professional Learning Building PD- February 4th – was spent reviewing the updated math standards that go into effect during the 26-27 school year.
- Kindergarten and First grade celebrated their 101st and 100th day of school and had Valentine Parties the same week!
- The staff and MTSS team are planning for upcoming profile meetings and parent teacher conferences.

Enrollment

TK = 39 and P3 = 5 K = 65 1st = 50 2nd = 65

3rd = 57 4th = 72 5th = 57 = **410**

Coversheet

Jim Straw, Middle School Principal

Section: VI. 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: February 19, 2026

Submitted by: Jim Straw

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 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

- >TK-8 Learning Walks w/ Liberty
- >WSU Partnership in February
 - 8th Grade Mentorship
- >Preparing for Student Led Conferences on April 2nd & 3rd.
- >Dawg for a Day program w/ FHS
- >The 6th Grade Math Is Cool team finished 2nd in their division and may advance to the Master's Competition in Moses Lake.

Enrollment

6th- 57 7th- 73 8th- 64 Total- 194

Coversheet

Jeff Smith, High School Principal

Section: VI. 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: February 19, 2026
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

- Registration is underway - student course requests are collected in the next few weeks
- FBLA - 23 students qualified for State competition
- FHS Knowledge Bowl team is the Bi-County Champions for 2025-26
- SkillsUSA Metal competition - Micah Hodges and Marshall Patzlaff both placed
- FFA Trap - Squad 1 and 2 each finished 1st and 2nd at last two competitions
- 17 students have qualified for instant acceptance (SCC-7; EWU-4; WSU-6)
- Second semester observations are underway
- FHS staff continues to work with FMS staff at assessment in PLCs during Late Start days
- School-wide review of lock down procedures at FHS

Enrollment

9th = 68, 10th = 55 (-1), 11th = 73 (-1), 12th = 78 (-1). Total: 273 (-3)

Coversheet

Chad Ripke, High School Assistant Principal-Athletic Director

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



Board Report Freeman School District

Date: February 19, 2026
Submitted by: Chad Ripke

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 Strategic Plan Pillars

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

Overview

Winter Sports

- Girls Basketball – Are in the semi finals of the district tournament and play Reardan at 6:30 at WV on 2/18. Top 4 advance to state from districts.
- Boys Basketball – Are in the semi finals of the district tournament and play Colfax at 8:00 at WV on 2/18. Top 4 advance to state from districts.
- Wrestling – 2nd at the league dual team championships on 2/7. State qualifying tournament on 2/13 and 14 here at Freeman. Top 9 from each weight class advance to state in Tacoma on 2/20, 21.

Areas of Focus

- Winter sports post season tournaments.
- Dinner/Auction on March 14 at the CDA Casino.
- JV baseball coach hired.
- JV volleyball coach hired.
- Working on fall non league schedules.
- Spring sports sign ups on 2/10.

Enrollment

- Baseball - 22
- Boys Golf – 28/Girls Golf 13
- Boys Tennis – 1/Girls Tennis 6
- Softball – 15
- Boys Track – 34/Girls Track 26
- 145 athletes signed up in final forms for spring sports

Coversheet

Mike Allen, K-8 Principal Assistant-Athletic Director

Section: VI. 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: January 19, 2026
Submitted by: Mike Allen

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

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

Areas of Focus

Boys Basketball:

Red Varsity: 3-5 Red JV: 2-6

Blue Varsity: 5-4 Blue JV: 5-4

Enrollment

- FMS Girls Basketball - 39

Coversheet

Kent Bevers, Nutrition Services Director

Section: VII. 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: February 19, 2026

Submitted by: Kent Bevers

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

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. Switching Nutrition Software Provider

- a. From LINQ to Health-e Pro
- b. Free production records and menu planning for two sites with US Foods premier contract
 - i. K8
 - ii. FHS
- c. Will pay only \$400 per year for online menu and webhosting annually
- d. For the 2025-26 SY, we paid a total of 2397.50 to LINQ for production records, menu planning and web hosting combined.
- e. Savings of approximately \$2,000.00 annually with Health-e Pro
- f. Nearly 40 districts in our region are using Health-e Pro.
- g. Health-e Pro is also more robust and much easier to use than LINQ, to include hundreds, if not thousands, of commonly used ingredients and recipes

2. Valentine's Day Themed Meal

- a. Black Bean Brownies
- b. Strawberry Magicx Straws



- c. Heart Shaped Erasers
- d. Bento Boxes With:
 - i. Strawberries
 - ii. Carrots
 - iii. Deli Turkey
 - iv. String Cheese
 - v. Goldfish Crackers
- e. Chris made a PowerPoint slide for our digital displays – see next page

Everyone who purchases a lunch will get a free brownie!



Everyone who purchases a lunch will get a free strawberry Magic Straw!



Everyone who purchases a lunch will get a free heart-shaped sticker!



Bento Box

FRIDAY, FEBRUARY 13TH

Coversheet

Everett Combs, Transportation Director

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



Board Report Freeman School District



Date: February 19, 2026
Submitted by: Everett Combs, Transportation

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

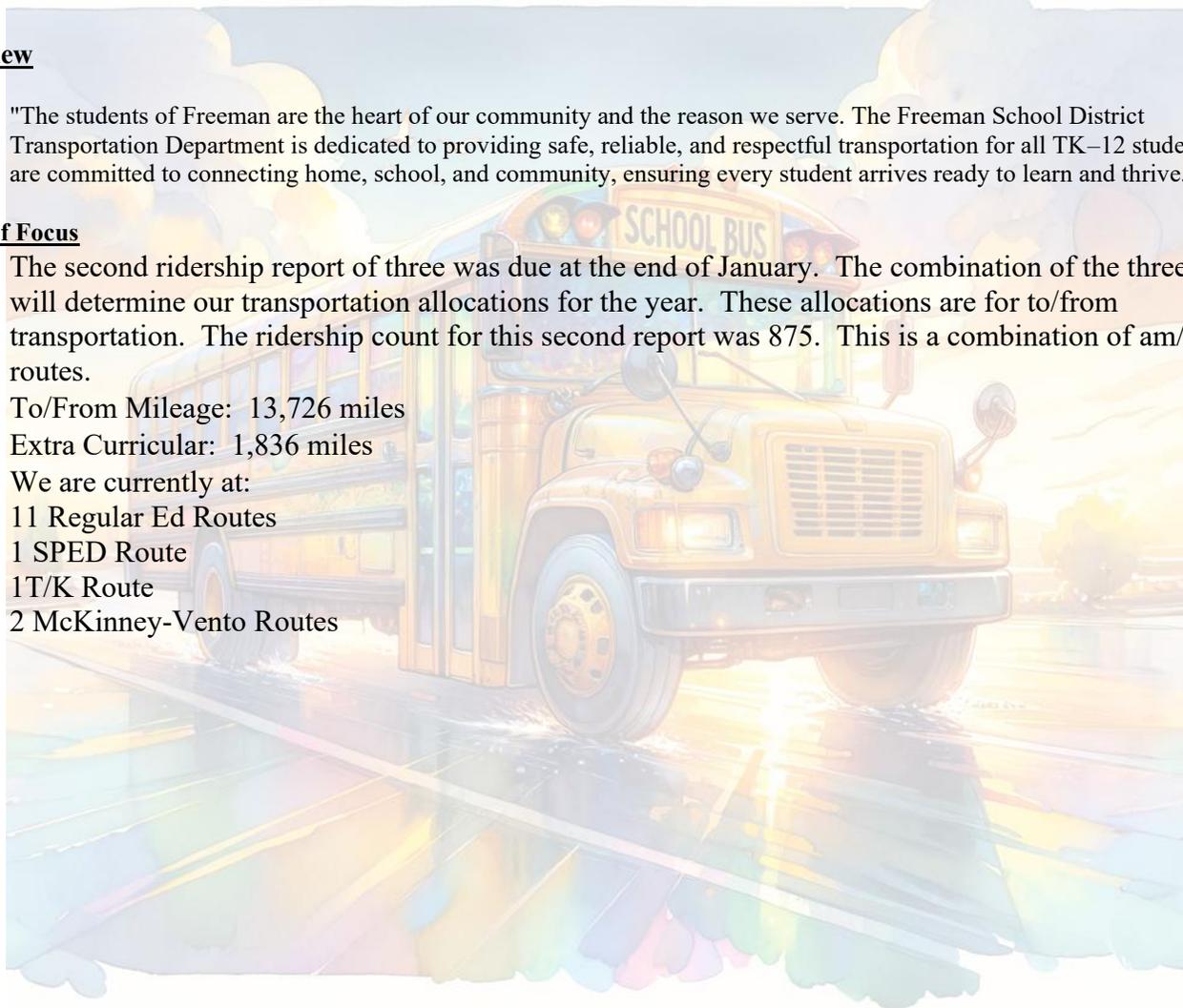
- Curriculum, Instruction and Assessment
- School Safety, Culture and Environment
- Partnering with Parents and School/Community
- Fiscal and Legal Accountability

Overview

- "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

- The second ridership report of three was due at the end of January. The combination of the three reports will determine our transportation allocations for the year. These allocations are for to/from transportation. The ridership count for this second report was 875. This is a combination of am/pm routes.
- To/From Mileage: 13,726 miles
- Extra Curricular: 1,836 miles
- We are currently at:
 - 11 Regular Ed Routes
 - 1 SPED Route
 - 1T/K Route
 - 2 McKinney-Vento Routes



Coversheet

Kirk Lally, Maintenance-Grounds Director

Section: VII. 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: February 19th, 2026

Submitted by: Kirk Lally

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

Areas of Focus:

- 1) FES boiler repair has been completed.
- 2) Working on changes of superintendent change for legal paperwork for wastewater. DMR reports are now submitted online with electronic signature.
- 3) DOH lead/copper sampling will be conducted February 25,26,27 @5 am start time each day.

Safety:

Randy, Todd and I attended Standard Response Protocol workshop for the I love u guys foundation at the ESD 101.

Coversheet

Stacey Rawson, Interim Director of Student Services

Section: VII. 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: February 19, 2026
Submitted by: Stacey Rawson

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 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"> ● Looking into better curriculum alignment K-12 for our students with complex cognitive needs. ● Our team continues to be incredibly creative and resourceful as we get more students in our district with unique and complex needs. ● Completed Excess Cost Progress Report for OSPI with Alan. ● One opportunity with OSPI we are considering for the future is applying for Special Education Safety Net funding to help us cover costs for students with special needs above our typical per pupil allotment. Currently researching for possible application in the 26-27 school year. 	114 Students
Multilingual Learners (MLL)	<ul style="list-style-type: none"> ● WIDA (annual language development testing) complete this month. Results inform eligibility for services for the following school year. 	3 students
McKinney Vento/ Foster Youth	<ul style="list-style-type: none"> ● Completed mid-year progress update with OSPI on our Federal McKinney Vento grant. We are in year 1 of a 3-year grant cycle. We receive \$18,000 per year to cover high costs associated with supporting our students experiencing homelessness. 	19 students/ 1 students
Title 1/ Learning Assistance Program (LAP)	<ul style="list-style-type: none"> ● AimsWeb screening for academics is completed K-8. in the next few weeks, we will spend time diving into the data with teachers to understand student learning and create action plans to improve student outcomes. 	72 students (K-8)
Highly Capable	<ul style="list-style-type: none"> ● Highly Capable Screening is completed. Scores will be shared with families at spring conferences and students will be identified at that time. ● Thank you for approving our district’s annual HiCap plan. 	

Coversheet

Todd Reed, Technology Director

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



Board Report Freeman School District

Date: February 19, 2026

Submitted: Todd Reed

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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 are continuing our work with CRG on our school safety mapping project. Our completed maps have now been submitted, and we are currently awaiting their site visit to finalize the process.
- We are currently working on getting Minecraft Education set up for Mr. Neely’s elective class for the STEM Superstars competition. This will provide students with engaging, hands-on learning opportunities that support creativity, collaboration, and STEM skill development.
- Assisted with the learning lockdown drill designed to familiarize staff and students with the exterior blue LED flashers so everyone understands their purpose and what they signal during a lockdown situation.

Coversheet

School Safety, Culture and Environment

Section: VIII. Superintendent's Report
Item: B. School Safety, Culture and Environment
Purpose:
Submitted by:
Related Material: FSD-SRP-K12-Poster - 5 Categories - present to the board 2-19-26.pdf

IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS

Close the locked door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS

Return to inside of nearest building
Do business as usual

ADULTS

Close the locked door
Bring everyone indoors
Secure all exterior doors
Increase situational awareness
Business as usual - take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight
Maintain silence
Do not open the door
Go to nearest safe room/building

ADULTS

Recover students from the hallway if possible
Close the locked door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS

Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard

Hazard

Tornado
Hazmat
Earthquake
Tsunami

Safety Strategy

Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

ADULTS

Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults



Coversheet

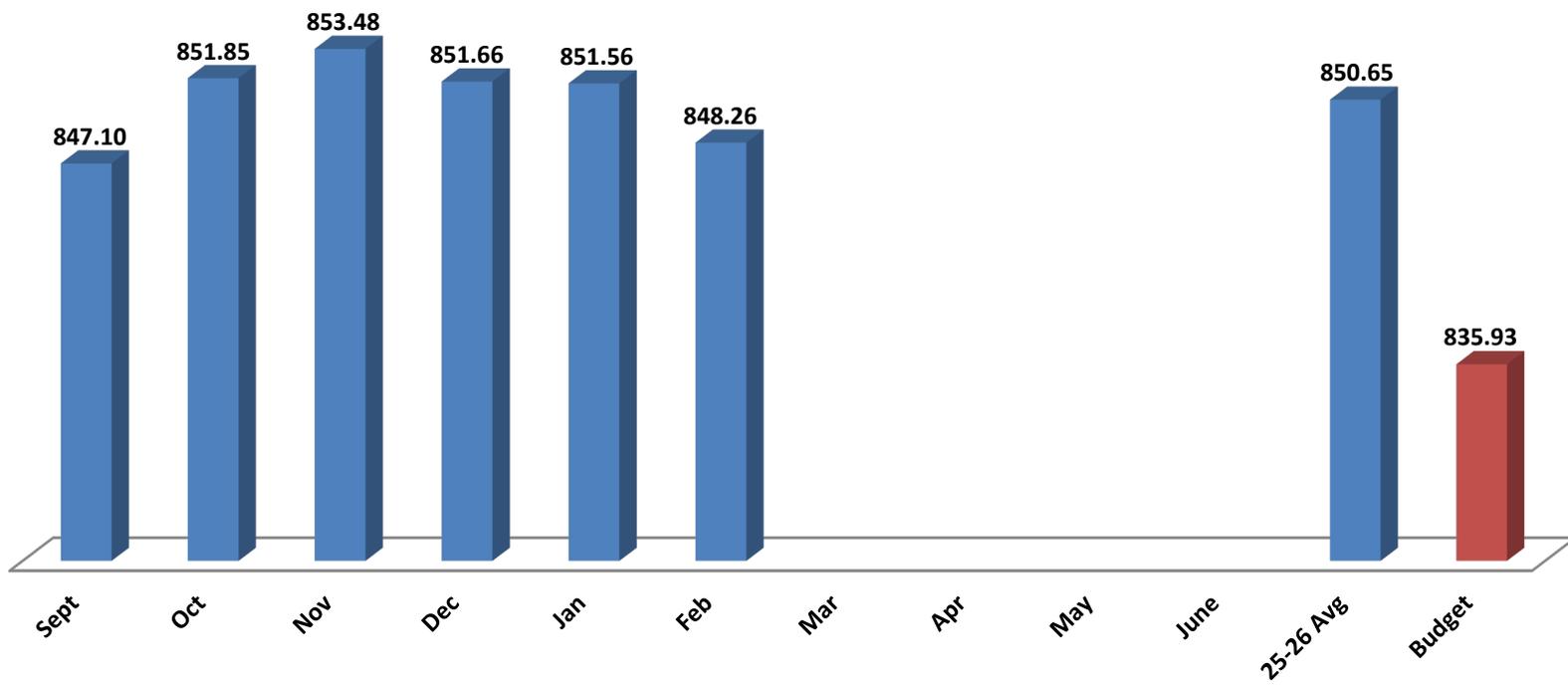
Fiscal & Legal Accountability

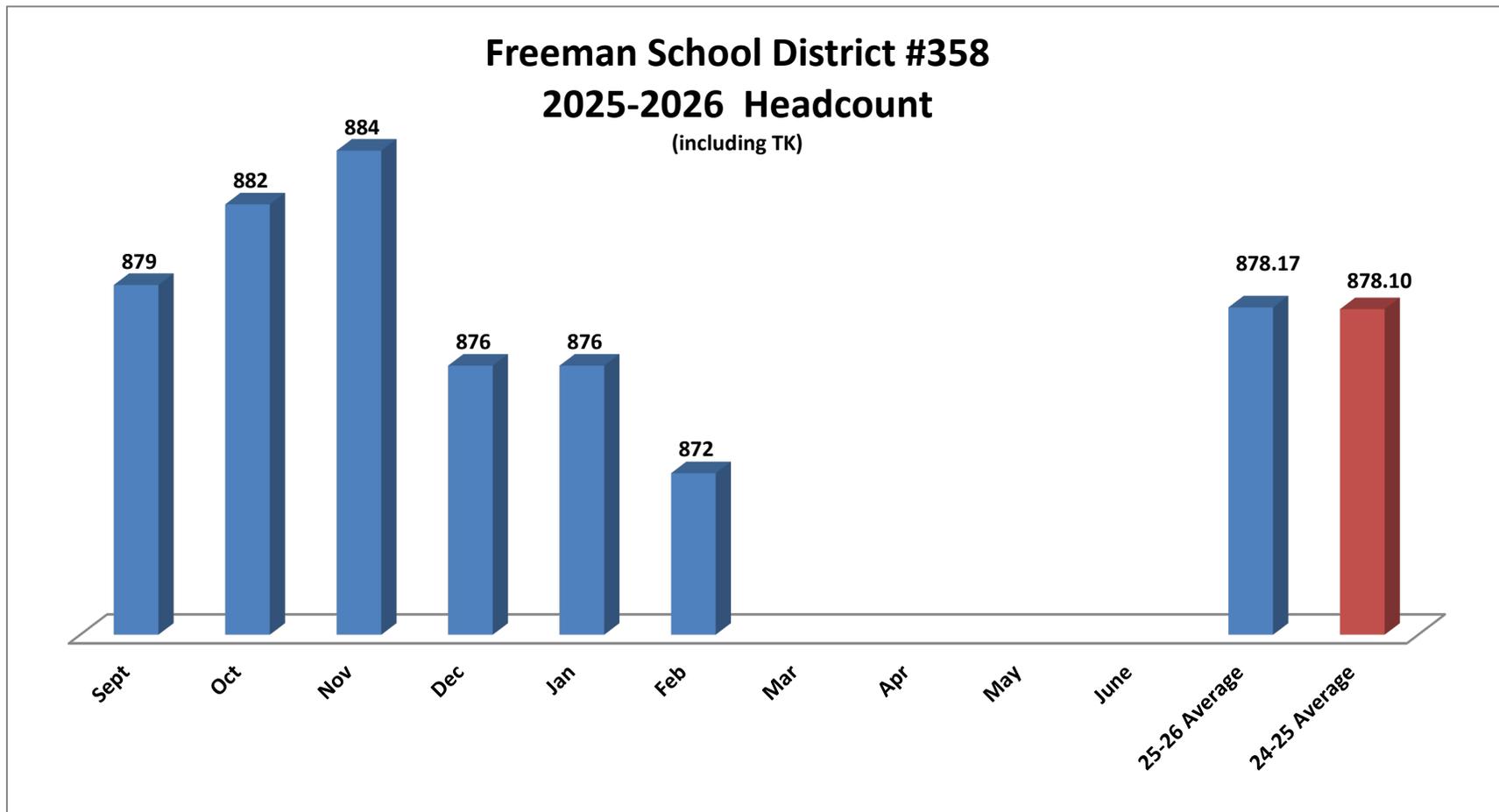
Section: VIII. Superintendent's Report
Item: D. Fiscal & Legal Accountability
Purpose:
Submitted by:
Related Material: CPF Cash Flow for Feb BM.pdf
February Enrollment Graphs.pdf

**Freeman School District
Capital Projects Fund Cash Flow 2025-2026
updated: 2/10/2026**

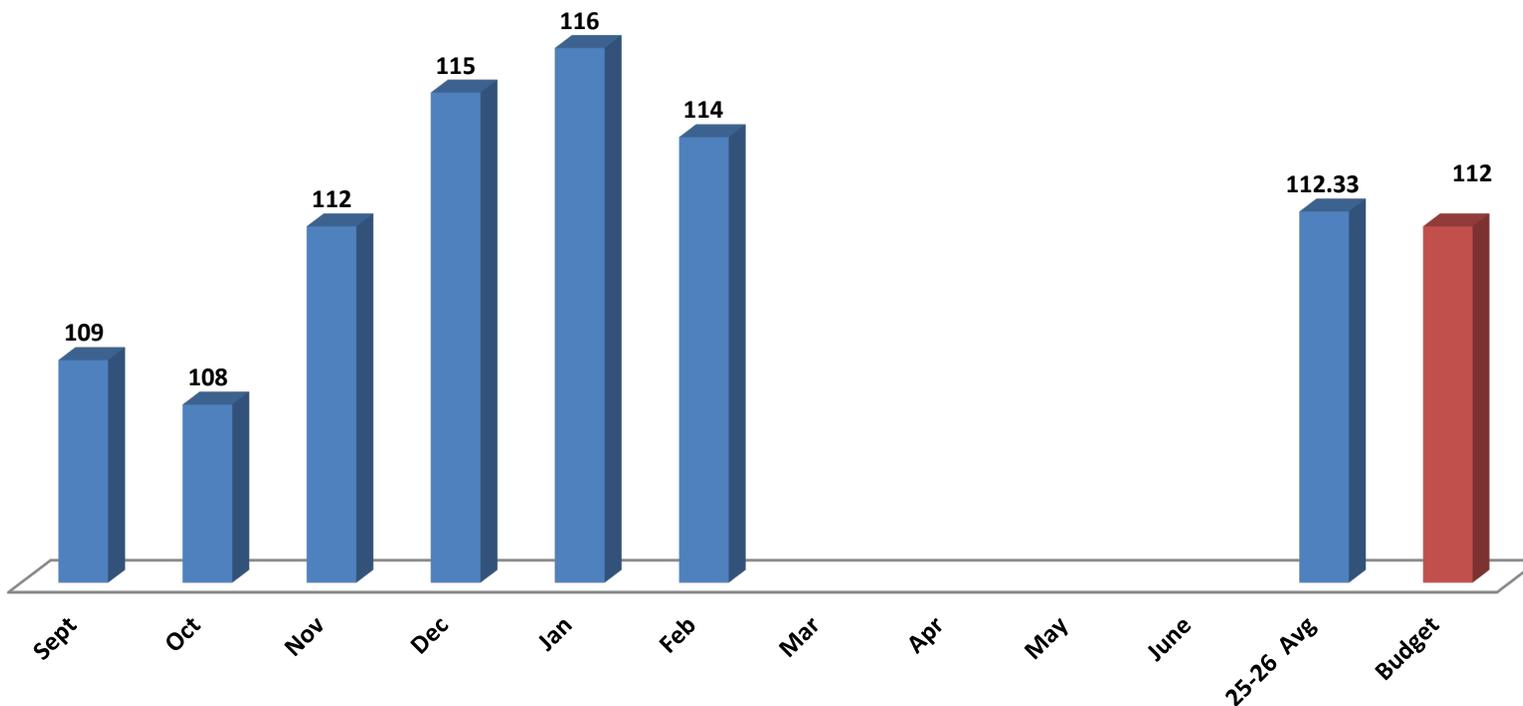
Date	Levy/Investments Proceeds	LGO BOND	Donations	Interfund Loan	Safety/Tech	Maintenance & Grounds	Ending Cash Balance
Aug-24						<i>Beginning Balance:</i>	\$ 447,622
Sep-25	1,598		(2,500)			2,086	\$ 444,634
Oct-25	2,850					30,634	\$ 416,849
Nov-25	2,330						\$ 419,179
Dec-25	538	(256,280)					\$ 163,438
Jan-26	1,307						\$ 164,745
Feb-26						43,200	\$ 121,545
Mar-26					12,000		\$ 109,545
Apr-26	916,251						\$ 1,025,797
May-26							\$ 1,025,797
Jun-26		(260,940)					\$ 764,857
Jul-26					550,000	35,000	\$ 179,857
Aug-26						40,000	\$ 139,857
Sep-26							\$ 139,857
Oct-26							\$ 139,857
Nov-26	585,785						\$ 725,641
Dec-26		(265,670)					\$ 459,971
Jan-27							\$ 459,971
Feb-27							\$ 459,971
Mar-27							\$ 459,971
Apr-27	961,869						\$ 1,421,841
May-27							\$ 1,421,841
Jun-27		(270,490)					\$ 1,151,351
Jul-27					550,000	35,000	\$ 566,351
Aug-27						35,000	\$ 531,351
Sep-27							\$ 531,351
Oct-27							\$ 531,351
Nov-27	614,949						\$ 1,146,300
Dec-27							\$ 1,146,300
Jan-28							\$ 1,146,300
Feb-28							\$ 1,146,300
Mar-28					20,000	35,000	\$ 1,091,300
Apr-28	143,727				10,000	35,000	\$ 1,190,027
May-28							\$ 1,190,027
Jun-28							\$ 1,190,027
Jul-28							\$ 1,190,027
Aug-28					20,000	35,000	\$ 1,135,027
	3,231,205	(1,053,380)	(2,500)	-	1,162,000	325,920	\$ 1,135,027
Date	CPF Levy Proceeds	LGO BOND	Donations	Interfund Loan	Safety/Tech	Maintenance & Grounds	Ending Cash Balance

Freeman School District #358 2025-2026 Enrollment by FTE (including TK)





Freeman School District #358 2025-2026 Special Education Enrollment



Coversheet

Approval of Board Policy No. 1630 - 2nd Reading

Section: XI. Unfinished Business
Item: A. Approval of Board Policy No. 1630 - 2nd Reading
Purpose:
Submitted by:
Related Material: BP1630 - Evaluation of the Superintendent.pdf

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 for the purpose of aiding the superintendent in their 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.

Pursuant to state law, RCW 28a.150.230, names the school board as responsible "to adopt policies to: (a) Establish performance criteria and an evaluation process for its superintendent..." and through RCW 42.30.110(g) dictates the use of executive sessions for evaluating the performance of public employees.

In addition, state law, RCW 28A.405.100, requires that the evaluation process looks at these eight categories at a minimum:

- knowledge of, experience in, and training in recognizing good professional performance, capabilities and development;
- school administration and management;
- school finance;
- professional preparation and scholarship;
- effort toward improvement when needed;
- interest in pupils, employees, patrons and subjects taught in school;
- leadership;
- and ability and performance of evaluation of school personnel.

WSSDA provides a goal-centered model to support the effective evaluation of the superintendent.

Legal References:

RCW 28A.400.010

Employment of superintendent — Superintendent's qualifications, general powers, term, contract renewal

[WSSDA Superintendent Evaluation](#)

Adoption Date: 1/14/99

Revision Date: Feb 19, 2026

Coversheet

Approval of Board Policy 1820 - 2nd Reading

Section: XI. Unfinished Business
Item: B. Approval of Board Policy 1820 - 2nd Reading
Purpose:
Submitted by:
Related Material: BP1820 - Evaluation of the Board.pdf

EVALUATION OF THE BOARD

Annually, the board shall evaluate its own performance in terms of research-based principles of successful board operations, in relation to its annual goals and objectives, and Washington State School Board Standards. The board self-assessment will address performance in the key functions of school boards:

- A. Responsible school district governance;
- B. Communication of and commitment to high expectations for student learning;
- C. Creating conditions district-wide for student and staff success;
- D. Holding the district accountable for student learning; and
- E. Engagement of the community in education.

The results of the self-assessment will be reviewed and discussed by the board-superintendent team and used in setting goals for the subsequent year.

Cross Reference:

Board Policy 1005	Key Function of the Board
Board Policy 1810	Annual Goals and Objectives
Board Policy 1822	Training and Development for Board Members
	WSSDA School Board Standards

Adoption Date: 1/14/99
Revision Date: Feb 19, 2026

Coversheet

Approval of Board Policy No. 1005 - 2nd Reading

Section: XI. Unfinished Business
Item: C. Approval of Board Policy No. 1005 - 2nd Reading
Purpose:
Submitted by:
Related Material: BP1005 - Key Functions of the Board.pdf

KEY FUNCTIONS OF THE BOARD

The research-based WA School Board standards outline the primary functions of the school board. These standards are linked to higher student achievement and more effective governance practices:

Responsible School District Governance:

Provide responsible school district governance by:

- Conducting board and district business in a fair, respectful, and responsible manner.
- Ensuring the board is accountable and open to the public, including seeking divergent and diverse perspectives in its decision-making process.
- Respecting and advocating mutual understanding of the roles and responsibilities of board members and the superintendent.
- Adopting policies based on well-researched practices that emphasize a belief that all students can achieve at high levels and that support continuous improvement of student achievement.
- Promoting healthy relationships by communicating supportively; inspiring, motivating, and empowering others; and exercising influence in a positive manner.
- Working as an effective and collaborative team.

Creating Conditions District-Wide for Student and Staff Success:

Create conditions district-wide for student and staff success by:

- A. Providing for the safety and wellness of all students and staff;
- B. Employing and supporting quality teachers, administrators and other staff and providing for their professional development;
- C. Providing for learning essentials, including rigorous curriculum, technology and high-quality facilities;
- D. Ensuring management of the organization, operations, and resources for an efficient and effective learning environment; and
- E. Adopting and monitoring an annual budget that allocates resources based on the district's vision, goals and priorities for student learning.

Communication of and Commitment to High Expectations for Student Learning:

Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:

- Articulating the conviction that each and every student can learn and the belief that student learning can improve regardless of existing circumstances or resources;
- Leading the development, articulation, and stewardship of a vision of learning that is shared and supported by schools and the community;
- Adopting a collaboratively developed district strategic plan focused on learning and achievement outcomes for each and every student; and

- Ensuring non-negotiable goals for student achievement are established and aligned with the district’s strategic plan.

Holding the District Accountability for Student Learning:

Hold school district accountable for meeting student learning expectations by:

- Committing to continuous improvement in student achievement at each school and throughout the district;
- Evaluating the superintendent on clear and focused expectations; and
- Measuring student academic progress and needs based on valid and reliable assessments.

Engagement of the Community in Education:

Engage the local community and represent the values and expectations they hold for their schools by:

- Collaborating with families and community members, responding to diverse interests and needs, and mobilizing community resources;
- Ensuring school board and district transparency through a process that is open and accountable;
- Ensuring district information and decisions are communicated community-wide; and
- Soliciting input from staff and a wide spectrum of the community so that a diverse range of interests and perspectives on issues is considered.

Annually the board will reflect on the degree to which it has operated according to its key functions by conducting a board self-assessment and engaging in board development activities where needed.

For more information, visit the [WSSDA School Board Standards](#).

Cross References:

Board Policy 1310	Policy Adoption, Manuals and Administrative Procedures
Board Policy 1810	Annual Goals and Objectives
Board Policy 1820	Evaluation of the Board

Adoption Date: 1/14/99
Revised: 1/30/07; 2/19/2026

Coversheet

Approval of Board Policy No. 5400 - 2nd Reading

Section: XI. Unfinished Business
Item: D. Approval of Board Policy No. 5400 - 2nd Reading
Purpose:
Submitted by:
Related Material: BP5400 - Personnel Leaves.pdf

PERSONNEL LEAVES

Upon the recommendation of the superintendent and in accordance with the law and district policy, staff may be granted leaves pursuant to the following conditions, unless the applicable collective bargaining agreement provides otherwise:

- A. Leave at Full Pay Unless Stated Otherwise. Leaves shall be with pay unless otherwise stated. If leaves are to include expenses to be paid by the district, that also shall be specifically stated.
- B. Leaves in Units of Full or Half Days. Leaves may be granted in units of half day, full day or hourly.
- C. Return from Leaves. At the end of any leave shorter than 20 days in duration, sabbatical leave, or sick leave which does not exhaust the staff member's accumulated sick leave, the affected staff member is entitled to return to the position held when the leave commenced or to an appropriate comparable position.

Except as may otherwise be specifically provided by law or district policy, a staff member shall be entitled to a position in the district subject to the availability of a position for which the staff member is qualified after leaves of longer duration.
- D. Prior Notice of Application. Reasonable advance notice is required for all leaves, with specific advance notice as stated in district policy.
- E. Flexibility in Granting Leaves. The superintendent, with approval of the board, may grant leaves to individuals who might not otherwise be covered, or extend leave in excess of the number of days provided by district policy, in unusual or exceptional circumstances.
- F. Leaves Prorated for Part-Time Staff. Part-time staff shall be entitled to leave benefits, unless otherwise stated in district policy, provided that the length of leaves shall be prorated according to the ratio of days and/or hours worked to the number of days and/or hours worked by a full-time staff member in the same or a similar position.
- G. Noncumulative. Leaves shall be noncumulative from year to year unless otherwise stated.

Unpaid Leaves

Upon employee request, the superintendent or designee has discretion to consider providing unpaid leave to employees in certain circumstances. The option to provide unpaid leave does not obligate the district to do so or in any way limit or prevent the district from pursuing other responses.

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 5400
Personnel**

Cross References:

- 5411 - Staff Vacations
- 5410 - Holidays
- 5407 - Military Leave
- 5406 - Leave Sharing
- 5404 - Family, Medical, and Maternity Leave
- 5403 - Emergency and Discretionary Leaves
- 5401 - Sick Leave

Legal References:

- RCW 28A.400.300 Hiring and discharging employees--Written leave policies--
Seniority and leave benefits of employees transferring
between school districts and other education employers,
- AGO 1980 No. 22 Limitation on compensated leave for school district
Employees

Adoption Date: March 1999

Revision Date: May 2022; April 28, 2025; Feb 19, 2026

Coversheet

Approval of WIAA 2026-2027 Resolution

Section: XII. New Business
Item: A. Approval of WIAA 2026-2027 Resolution
Purpose:
Submitted by:
Related Material: WIAA School Board Resolution Form - FSD.pdf



SCHOOL BOARD RESOLUTION FORM

DUE ANNUALLY BY THE SECOND FRIDAY IN JUNE

School District Type (select one): Public Private Charter Tribal

School District Name: Freeman School District

Resolution # (optional): Type # Here

Date: 2/2/26

Schools Approved for WIAA Membership: Freeman High School, Freeman Middle School

By action of the 1976 Legislature, each School District Board of Directors may delegate control, supervision, and regulation of any extracurricular activity to the WIAA and compensate such entity for services provided. The local **SCHOOL BOARD PRESIDENT** and **SUPERINTENDENT** must sign this resolution form to indicate that the School Board has approved the Public School District’s or Private School’s membership with the Washington Interscholastic Activities Association (WIAA) and as members, these schools will follow the WIAA Rules and Regulations.

DELEGATING AUTHORITY TO WIAA

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. grants authority to each school district board of directors to control, supervise and regulate the conduct of interschool athletic activities and other interschool extracurricular activities of an athletic, cultural, social, or recreational nature for students in the district.

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. authorizes school district boards of directors to delegate control, supervision and regulation of any of the aforesaid activities to any voluntary, nonprofit entity and to compensate any such entity for services provided subject to the satisfaction of certain conditions and approval by the State Board of Education.

WHEREAS the Washington Interscholastic Activities Association is a voluntary, nonprofit entity which has satisfied the conditions, expressly set forth in Chapter 32, Laws of 1975-76, 2nd Ex. Sess. and has further been approved by the State Board of Education in action taken on August 17, 1977.

WHEREAS the board of directors of directors of the following School District or School being otherwise fully informed of the rules and regulations of the Washington Interscholastic Activities Association as approved by the State Board of Education and recognizing that said rules and regulations provide for private sponsorship of post-season tournaments for extracurricular activities by WIAA, consent to abide by such rules and regulations.

NOW THEREFORE, the board of directors of the following School District or School hereby delegates to the Washington Interscholastic Activities Association the authority to control, supervise and regulate interschool activities consistent with the rules and regulations of WIAA. The Board of Directors retains the right to establish eligibility standards that meet or exceed the rules and regulations of WIAA.

INTERSCHOLASTIC OFFICIALS L&I COVERAGE STATEWIDE & MEMBERSHIP BILLING

Beginning July 1, 1988, interscholastic sports officials were covered by Washington State Labor and Industries via a common rate and payment system that eliminated game-by-game calculations and record keeping by school and/or district business offices. WIAA will guarantee payment of L&I premiums for WOA registered officials for all interscholastic activities under WIAA’s jurisdiction and will assess WIAA member schools based on tiered billing rates at the same time service fees are billed. Officials L&I coverage is only in effect for activities in which registered WOA officials officiate, and which are authorized and offered by School Board approval and listed on the school’s WIAA membership form.

Member schools will be billed in August according to the Membership Fee Structure outlined in the handbook of the upcoming school year. Labor and Industries (L&I) fees will be included on the bills sent out to each member school at that time. Per Rule 3.6.4: Member school service and Labor and Industries fees are due November 1. Schools that fail to submit service and L & I fees by December 1 will be excluded from participation in regular season contests and culminating events until fees are remitted and be assessed a \$100.00 late fee.

By signing below the School District Superintendent/Head of School, School Board President (for Public School Districts), and school board members agree to the information above for the public school district or private school listed above, on or before the date listed above.

Superintendent/Head of School: Randy Russell

Signature: _____

School Board President (if applicable): Annie Keebler

Signature: _____

Coversheet

Approval of Board Policy No. 1821 - 1st Reading

Section: XII. New Business
Item: B. Approval of Board Policy No. 1821 - 1st Reading
Purpose:
Submitted by:
Related Material: BP1821 - Standards For Individual School Directors.pdf

STANDARDS FOR INDIVIDUAL SCHOOL DIRECTORS

Each individual board member will annually review the WSSDA Individual School Director Standards as a basis for assessing their own conduct as an elected school director.

Collectively, the board will assess its performance in terms of its six major functions:

Each individual board member will annually review the WSSDA Individual School Director Standards as a basis for assessing their own conduct as an elected school director.

Collectively, the board will assess its performance in terms of its six major functions:

1. Values and Ethical Behavior

Individual school directors model ethical behavior and are guided by values that:

- a) Place students' needs first.
- b) Demonstrate commitment to equity and high standards of achievement for each student.
- c) Commit to treating each individual with dignity and respect.
- d) Model high ethical standards.
- e) Advocate for public education.

2. Leadership

Individual school directors serve as educational leaders in their communities and state by:

- a) Contributing to thoughtful governance discussions and decisions by being well informed, open-minded and deliberative.
- b) Understanding that authority rests with the board as a whole and not with individual directors.
- c) Articulating and modeling appropriate school director roles and responsibilities.
- d) Actively participating in school director duties and responsibilities.
- e) Demonstrating group membership and leadership skills, working within the board structure.
- f) Respecting the board's role in policy making and supporting all adopted board policies.

3. Communication

Individual school directors engage in ethical, transparent and inclusive communications by:

- a) Building and maintaining positive connections with the community and staff.
- b) Communicating accurately and honestly, with awareness of the impact of their words and actions.
- c) Listening carefully and with an open mind.
- d) Maintaining civility and treating all people with respect and dignity.
- e) Maintaining confidentiality of appropriate matters.

- f) Referring people with needs or concerns to appropriate staff.
- g) Welcoming family, student, staff and community input.

4. Professional Development

Individual school directors seek continuous growth in their own skills and knowledge by:

- a) Committing the time and energy necessary to be informed and competent.
- b) Keeping abreast of current issues, research, applicable laws, regulations, and policies that affect public education.
- c) Participating in professional development, individually and with the board/superintendent team.

5. Accountability

Individual school directors are accountable in their governance role to their students, families, staff, and community by:

- a) Contributing to a functioning and effective board-superintendent team.
- b) Taking personal responsibility for their own words and actions and the impact they have on others.
- c) Respecting and abiding by board decisions.
- d) Meeting expectations for transparency, including disclosing potential conflicts of interest and refraining from discussing or voting on those issues.
- e) Complying with board policies and all laws.

6. Commitment to Education Equity

Individual school directors prioritize the success of each and every student in their district by:

- a) Engaging in ongoing learning about educational equity, diversity, inclusion and cultural competency as it relates to the role of the board.
- b) Seeking to understand their own culture and how it may differ from others'.
- c) Honoring the diverse experiences, strengths and barriers to success of students, staff and families.
- d) Collaboratively and proactively working to remove barriers for students, staff and families.
- e) Ensuring multiple perspectives are heard and honored by providing equitable opportunities for input.
- f) Fostering a culture of dignity and belonging by example and through policy.

Legal References:

[WSSDA Board Standards](#)

Adoption Date: March 24, 2026

Coversheet

Approval of Board Policy No. 2170 - 1st Reading

Section: XII. New Business
Item: C. Approval of Board Policy No. 2170 - 1st Reading
Purpose:
Submitted by:
Related Material: BP2170 - Careers and Technical Education.pdf

CAREER AND TECHNICAL EDUCATION

The district shall provide a program of career and technical education to assist students in making informed and meaningful educational and career choices and to prepare students for post-secondary options. The district's career and technical education is a planned program of courses and learning experiences that begins with exploration of career options. Additionally, the district's career and technical education program supports basic academic and life skills, enables achievement of high academic standards, incorporates leadership training, provides options for high skill development and high-wage employment preparation, and includes advanced and continuing education courses. The district will include the program and its courses as part of the regular curriculum of the district.

The district will establish local career and technical advisory committees to assist in the design and delivery of the district's career and technical education program. Committees will advise the district on current labor market needs and the programs necessary to meet those needs. The district will relate its career and technical education program to employment demands, current and future, and to the needs and interests of students.

The board will annually review and approve the district plan for the design and delivery of its career and technical education program. The plan will ensure academic rigor, align with education reform, establish program performance targets, address the skill gaps of Washington's economy, and provide opportunities for dual credit.

The superintendent or designee shall develop procedures to ensure that the district operates all programs and courses in conformity with the district's plan for career and technical education. Further, the associated procedures will conform to all federal and state laws prohibiting discrimination based on race, ethnicity, creed, color, national origin, sex, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, disability (including the presence of any sensory, mental, or physical disability, neurodivergence, the use of a trained dog guide, ~~and use of~~ service animal), religion, and honorably discharged veteran or military status. Additionally, the superintendent or designee will seek and utilize all available state and federal sources of revenue for the financial support of career and technical education in the district.

If the district receives funds through the work-integrated learning initiative to provide experiences for its students, it will comply with the conditions of receiving such funds.

Cross References:

- 2413 - Equivalency Credit for Career and Technical Education Courses
- 2140 - Guidance and Counseling

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 2170
Instruction**

Legal References:

RCW 28A.150.500	Educational agencies offering vocational educational programs — Local advisory committees — Advice on current job needs
RCW 28A.230.130	Program to help students meet minimum entrance requirements at baccalaureate-granting institutions or to pursue career or other opportunities — High school course offerings for postsecondary credit
Chapter 28A.700 RCW 20 U.S.C. § 2301 et seq.	Secondary Career and Technical Education Carl D. Perkins Career and Technical Education Improvement Act of 2006

~~Laws of 2018, Ch. 206, § 1 Work-Integrated Learning Initiative~~

Management Resources:

~~2025 – October Policy Issue~~
2018 – May 2018
2011 - June Issue
2009 - February Issue

Adoption Date: February 13, 2008

Revised Dates: January 10, 2019, Mar. 23, 2026

Coversheet

Approval of Board Policy No. 3425 - 1st Reading

Section: XII. New Business
Item: D. Approval of Board Policy No. 3425 - 1st Reading
Purpose:
Submitted by:
Related Material: BP3425 - Accommodating Students With Adrenal Insufficiency.pdf

ACCOMMODATING STUDENTS WITH ADRENAL INSUFFICIENCY

Individual Health Plans

The district will develop an individual health plan for each student with adrenal insufficiency. The plan will include emergency plans, be updated at least annually, and be distributed to the appropriate staff based on the student's needs and staff level of contact with the student.

In developing the individual health plan, the district will acquire parent requests and instructions, and orders from licensed health professionals prescribing within the scope of their prescriptive authority for monitoring and treating adrenal insufficiency at school.

The district may need to provide exceptions to school policies to implement a student's individual health plan. If that's necessary, the exceptions will be described in the health plan.

The district will follow Policy 3416 and 3416P in administering adrenal insufficiency medication, including the proper storage of medical equipment and medication provided by the parent.

Parent-Designated Adults

Parents may assign a parent-designated adult to care for their student.

A parent-designated adult means an adult who is authorized by the parents of a student with adrenal insufficiency to provide care for the child consistent with the student's individual health plan, volunteers to do so, receives additional training selected by the parents, and provides care to the student consistent with their individual health plan. A parent-designated adult may be a district employee.

A parent-designated adult must complete training selected by the student's parents in the proper procedures to care for the student, including administering an emergency injection of corticosteroid during an adrenal crisis, consistent with the student's individual health plan. The training may be provided by an organization that offers training for staff caring for students with adrenal insufficiency or for caretakers of children with adrenal insufficiency.

For a district employee who isn't licensed under chapter 18.79 RCW to be a parent-designated adult, they must voluntarily file a written, current, and unexpired letter of intent stating their willingness to be a parent-designated adult. If an employee who isn't licensed under chapter 18.79 RCW chooses not to file such a letter, the employee may not be subject to reprisal or discipline for refusing to file it.

The district will collect and store legal documents for the parent-designated adult to provide care if necessary.

Immunity

The district, a district employee, or a parent-designated adult shall not be liable in any criminal action or for civil damages for providing assistance or services to a student with adrenal insufficiency under this policy if they acted in good faith and substantially complied with the student's individual health plan and the instructions of the student's licensed health care professional.

Cross References: 3416 - Medication at School
 2162 - Education of Students With Disabilities Under
 Section 504 of the Rehabilitation Act of 1973
 5630 - Volunteers

Legal References: RCW 28A.210.260 Public and private schools—
 Administration of medication—Conditions
 RCW 28A.210.350 Student with diabetes, epilepsy or
 other seizure disorders, or adrenal insufficiency—
 Compliance with individual health plan—Immunity
 RCW 28A.210.358 Students with adrenal insufficiency—
 Individual health plans—Parent-designated adult

Adoption Date: March 23, 2026

Coversheet

Approval of Board Policy No. 5000 - 1st Reading

Section: XII. New Business
Item: E. Approval of Board Policy No. 5000 - 1st Reading
Purpose:
Submitted by:
Related Material: BP5000 - Recruitment, Selection, and Evaluation of Staff.pdf

RECRUITMENT ~~AND~~, SELECTION, AND EVALUATION OF STAFF

~~The Board believes that the quality of the district's staff plays a significant and important role in determining the quality of the education offered to the district's students. Every district employee, regardless of position, plays a role in delivering an excellent education experience. The Board is committed to ensuring that all recruiting and hiring, whether certified or classified, academic or sport, shall be performed in earnest.~~

Employer of Choice

~~Staff are recruited and selected to ensure that all staff members are highly effective and have the necessary skills and experience to meet the learning needs of all students. The Board believes that to attract and retain quality staff, the district must endeavor to be an employer of choice. Such an impression and reputation begins with a recruiting and hiring process that is viewed as consistent, effective, fair and equitable to all applicants. This, in turn, builds trust, demonstrates integrity and earns credibility with staff, community and students. The superintendent shall implement and maintain well researched and consistently carried out recruiting and hiring procedures to attract, secure and retain the best qualified staff to meet the needs of students and the district.~~

~~Staff positions are established based on recommendations of the superintendent according to the needs and financial constraints of the district. The superintendent or their designee establishes the necessary skills, competencies, qualifications, education, experience, and past performance levels required for each position and to contribute toward the goal of continued improvement in student learning. Selection of staff is based on which candidate is the most qualified for the position, and is made pursuant to the district's standard screening, interview, reference check process, and other requirements.~~

Hiring Procedures & Reporting

~~The Board recognizes recruiting and hiring is a matter of continuous improvement. The superintendent is responsible to identify improvement opportunities with each hiring event, update hiring procedures annually and present to the Board for approval together with a report on the districts recruiting and hiring related matters including, but not limited to, the following:~~

- ~~● Progress towards "employer of choice"~~
- ~~● Projected staffing needs~~
- ~~● Compliance with labor contracts, employment practice and legal requirements~~
- ~~● Staff retention rate, projected retirements and status of their continuing contract~~
- ~~● Performance of new hires~~
- ~~● Plan to ensure administrative staff is well trained and prepared to carry out the recruiting and hiring process.~~

~~District positions are established by the board to provide the district's comprehensive program of education. New positions are established by the board as needed. The superintendent establishes the necessary skills, competencies, qualifications, education, experience, and past performance levels for each position, as it relates to the~~

FREEMAN SCHOOL DISTRICT NO. 358

**Policy No. 5000
Personnel**

~~district's comprehensive program of education, and the goal of continued improvement in student learning. The Board must approve the qualifications for all new positions in the district and revisions of the qualifications for existing positions.~~

~~Positions are created and filled with consideration of salary and budget parameters, strategic goals, student enrollment, and legal requirements. Part of the district's strategic and short-term planning processes analyze current and projected staffing requirements. The superintendent or their designee(s) regularly evaluates the effectiveness of the district's staff recruitment and selection processes and reports the findings and recommendations from the evaluation to the board.~~

Job Descriptions

~~The superintendent shall develop job descriptions that incorporate the qualifications and job duties for all positions in the school district.~~

Recruiting

~~The district will seek the most qualified candidates for vacant positions by recruiting from a variety of sources, including present staff. The Board believes in the value of diversity and directs the superintendent to develop recruiting strategies that ensures the district has a diverse and high quality candidate pool for vacant positions. District employees may apply for all positions for which they meet the certification and other stated qualifications. The Board and its employees will adhere to the practice of recruiting and hiring personnel without regard to race, creed, color, national origin, age, honorably discharged veteran or military status, sex, sexual orientation, marital status, qualified individuals with disabilities or any other status protected by federal or state law.~~

Hiring

~~Through the districts hiring procedures, the superintendent will ensure that candidates for district employment meet all the qualifications set for the position sought and are the most qualified. The Superintendent recommends individuals for employment in the district. Such recommendations shall address salary issues, budget parameters, legal requirements and certify district hiring procedure adherence. The Board must approve all individuals to be employed by the school district.~~

Cross References:

Board Policy 5005

Employment: Disclosures, Certification, Requirements, Assurances and Approval

5240

Evaluation of Staff

Board Policy 5610

Substitute Employment

Legal References:

RCW 28A.400.300

Hiring and discharging employees--Leaves for employees--Seniority and leave benefits, retention upon transfers between schools

FREEMAN SCHOOL DISTRICT NO. 358

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RCW 28A.405.210	Conditions and contracts of employment— Determination of probable cause for non-renewal of contracts--Notice—Opportunity for hearing
RCW 43.43.830	Background checks -- Access to children or vulnerable persons
RCW 43.43.832	Background checks--Disclosure of child abuse
<u>RCW 49.44.200</u>	<u>Personal social networking accounts – Restrictions on employer access – Definitions</u>
<u>RCW 49.44.205</u>	<u>Violations of RCW 49.44.200 – Civil Action - Remedies</u>
WAC 162-12	Pre-employment Inquiry Guide (Human Rights Commission)
 AGO 62155.00 – No. 155 1961-62 Expenses of Applicants	
P.L. 99-603 (IRCA)	Immigration Reform and Control Act of 1986
Title 8 USC, Ch. 12 91324a and 91324b	
<u>WAC 392-190-0591</u>	<u>Public school employment and contract practices - Nondiscrimination</u>

Management Resources:
2025 – October Issue
2014 – December Issue
2012 – February Issue

Adoption Date: January 28, 2010
Revision Date: Mar. 23, 2026

Coversheet

Future Board Meetings

Section: XIII. 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	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

December 2025

Coversheet

Personnel Action

Section: XIV. Personnel
Item: A. Personnel Action
Purpose:
Submitted by:
Related Material: Personnel Action 2-19-2026 - addendum.pdf

FREEMAN SCHOOL DISTRICT NO. 358
PERSONNEL ACTION - addendum

The administration recommends the following personnel action to the Board of Directors of Freeman School District No. 358 for February 19, 2026.

Administration: **Mike Allen** – Elementary School Principal TK-5

Certified: **Drake Worthington-Frare** – Substitute Teacher

Classified:

Extracurricular: **Brittany Tilleman** – HS JV/Assistant Volleyball Coach
 Caleb Morton – HS JV/Assistant Baseball Coach