APPROVED

Freeman School District

Minutes

FREEMAN SCHOOL DISTRICT BOARD MEETING

Date and Time
Wednesday August 27, 2025 at 6:00 PM

Location
Palouse Regional Transportation Cooperative

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, D. Santman, D. Teague, N. Talbott

Directors Absent
B. Morphy

Guests Present
A. Steinolfson, Caleb Morton, Chad Ripke, Doug Pace, Everett Combs, Gretchen Brebner, J. De Peralta, Jeff Jergensen, Jeff Smith, Jerry Olson, Jim Straw, Joanna Yearta, Kayleen Archibald,

Kent Bevers, Kirk Lally, L. Phelan, Marge Jessee, Mike Allen, R. Russell, Rachel Schwartz, RaeAnne Clark, Stacey Rawson, Susan Chadduck, T. Reed, Teagan Mahre, Todd Reed

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I. Opening Items

A. Record Attendance

Board member, Bill Morphy, was excused.

B. Call the Meeting to Order

D. Teague called a meeting of the board of directors of Freeman School District to order on Wednesday Aug 27, 2025 at 6:00 PM.

C. Pledge of Allegiance

Chad Ripke led us in the flag salute.

D. Establish Quorum

There was a quorum present.

E. Approve Minutes

Motion to approve the minutes from FREEMAN SCHOOL DISTRICT BOARD MEETING on 07-28-25.
The board **VOTED** to approve the motion.

II. Consent Agenda

A. August 2025 Consent Agenda Items

Annie Keebler moved the Board approve the August 27, 2025 consent agenda, as presented. Danielle Santman seconded the motion and it passed unanimously.

III. Board Recognition

A. Introduction of New Staff

Dr. Russell asked the principals to introduce their new staff members for the school year.

- Lisa Phelan introduced Kayleen Archibald (K-8 Counselor), Joanna Yearta (School Psychology Intern), and Susan Chadduck (Paraeducator/Library Coordinator). Also mentioned Emma Frey (TTK Teacher), Cricket Spitze (sub start for Kindergarten), and Emma Dobney (OT) who could not make it.
- Jim Straw introduced Teagan Mahre (MS ELA).

- Jeff Smith introduced Doug Pace (Paraeducator), RaeAnne Clark (HS Secretary/Registrar), Caleb Morton (HS Math) and Jerry Olson (long term sub for Art).
- Kent Bevers introduced Marge Jessee (K-8 Kitchen).

The Board Members expressed their gratitude for their commitment to Freeman, and each had welcome messages for the new staff.

B. Above and Beyond Award

Joe Pass is our most recent recipient of the Above and Beyond Award, which was presented to him at the all-staff welcome back meeting on Monday, 8/18. He's a retired Washington State Trooper and we are so grateful for his commitment to the Freeman Community and Transportation Department.

IV. Pace Character Trait

A. GRATITUDE

Feeling and expressing thankful appreciation for benefits received.

V. Building Reports

A. Lisa Phelan, Elementary School Principal-Assistant Superintendent

Overview

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

Areas of Focus

- Welcome back, staff, students, and parents
- Hired a TTK teacher to replace Miss Schultes - her name is Emma Frey and we are excited about what she will contribute to our youngest Freeman students
- WaKIDS meetings are taking place with parents for both TTK and K
- Due to K and first grade numbers, a K classroom and a multi-aged classroom were added- Mrs. Gady is teaching the multi-aged classroom (K/1) and Mrs. Spitze for K.
- Fall benchmark screening for all students 1-5 is happening now.
- PBIS rotations are happening for all students to review school-wide expectations in all areas.

Enrollment

TK = 35 and P3 = 4 K = 65 1st = 48 2nd = 66
3rd = 58 4th = 71 5th = 58= 405

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

>MTSS Conference in Wenatchee- three FMS staff members attended the conference at the end of July
>ASB Officers Meeting- met on August 11th to begin planning the school year
>Open House/Ice Cream Social- great turnout by our community
>First Day of School- fantastic, positive energy
>Back to School Night- Wednesday, September 3rd 6:00-8:00 pm

Enrollment

6th- 58 (55.75) 7th- 72 8th- 65 (63.2) Total- 195 (190.95)
Head count (FTE)

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

- We welcome a new Office Secretary, RaeAnne Clark; new Math Teacher, Caleb Morton; new Paraeducator, Doug Pace; and Art Substitute Teacher, Jerry Olson.
- HS Teacher Dan Thompson led FSD teachers through a workshop focused on Belonging. The staff were all very impressed.
- FHS and FMS set PLC goals for the year - the focus is assessment.

- FHS Student of the Month revision and FHS Academic Honor Roll coming soon.
- FHS POWER values & cards.
- ASB welcomed 9th graders before Monday's Open House, which went well.

Enrollment

9th = 69 , 10th = 58, 11th = 76 , 12th = 81 . Total: 284

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

Areas of Focus

- HS fall sports parent meeting on 8/28 6:00 pm
- Golf Fundraiser was held on August 16th at the Links Golf Course - raised close to $15,000
- Fall AD workshop went well and brought back some new ideas/information
- New transfer rule - if a student transfers into our school after 9th grade, they must sit 40% of the contests their first year - it can be appealed but if it's denied then they are JV only so there is risk involved
- Purchased a new music program for home games/activities/dances with the help of the HS ASB
- New softball scoreboard has been delivered and Baldwin Signs installed it - old sign in surplus for later in the meeting
- All HS coaching positions are filled or coaches are returning to my knowledge, with the exception of JV boys basketball position
- 8th grade usage, https://assets-rst7.rschooltoday.com/rst7files/uploads/sites/652/2024/08/22073328/Guidelines-for-Using-8th-Graders.pdf - if brought up from 8th grade, students are eligible only for JV

Enrollment

- Cross Country – 21 boys, 9 girls
- Volleyball – 23
- Soccer – 17
- Football – 51
- Cheer – 16

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

- FMS Fall Sports started Monday, August 25th - updated enrollment below

- GSCL Athletic Director Meeting key points – most schools are struggling with enrollment overall
- Current Openings
    - FMS Volleyball – 2 positions
    - FMS Track and Field – 1 position
- FMS Athletic Philosophy/Policy Update - 6th graders can now participate in all sports except football (state rules), and each sport will likely have a 6/7 grouping and 7/8 grouping

Enrollment

- FMS Softball – 31
- FMS Football – 31
- FMS Cross Country – 28

VI. Department Reports

A. Kent Bevers, Nutrition Services Director

Overview

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

Areas of Focus

- First day went well
- Will continue to work on negative balances with Tawnya
- Current Neg Balance: -$5291.97 (approximately 27 families)
- Planning to meet with Student ASB 3 times this year, minimum
- Also planning to present more samples this year, which will likely be additional times I am meeting with them.
- Update on adult lunch pricing - new price was set late summer, so unfortunately we just recently found out about it - our increase is 15 cents, so new adult price is $5.15

B. Everett Combs, Transportation Supervisor

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 continuing to evaluate all the route changes this year. We have one less route this year, so each bus is a little more full.
- Once all the K and TK start we will have a better idea if we need to do any adjustments on the routes - working on installation of 5-point harness seats for TK students.
- The transportation survey that was sent out to families, was well responded to. We received 611 responses, helping us to create routes much more accurately.

C. Kirk Lally, Maintenance-Grounds Director

Areas of Focus:

1. We hired two Freeman students who worked very hard this summer. They removed a lot of dead shrubs and safety shrubs and pruned trees.
2. Custodial did a great job at getting schools ready for another school year.
3. The new mower should be arriving anytime.
4. Still working closely with Randy and Alan on budget and ordering.

Safety:

1. Nothing to report at this time.

D. Stacey Rawson, Interim Director of Student Services

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

- Special Education Reporting- IDEA Part B - due Monday
- TBIP Reporting - focuses on students learning English as their second language - this is already done and submitted
- Organizing SPED Team Collaboration - PD on Friday for certificated SPED teachers
- Listening and Learning to become an effective leader

Enrollment

- 113 Special Education Students 3yr old- 22 yr old

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 cleaned, updated, and prepared technology in each classroom to ensure an effective and smooth launch to the new school year, setting the stage for effective teaching and learning
- The Chromebook check out process was concluded efficiently within the allocated time slots. FHS-252 | FMS-190
- We have been working closely with staff to implement two-factor authentication on district email accounts to strengthen security and safeguard district information - Tuesday HS staff, Wednesday MS staff, and Thursday ES staff

VII. Superintendent's Report

A. Review Board Policy 1005 - Key Functions of the Board

Dr. Russell reviewed the attachment with the Board - no additional discussion.

B. Curriculum, Instruction and Assessment

C. School Safety, Culture and Environment

D. Partnering with Parents and School/Community

- Dr. Russell reviewed the 2026 Strategic Plan (located on the Freeman website) with the board members. No additional discussion.
- He also showed the board where to find all of the school's financial documents. We have full transparency and it's important to point out where our community can find all of these documents.
- Our District Office is feeling about a month ahead with staff items as we transition to the new school year.
- We have successfully worked with three farm students at the High School regarding their schedule to begin the year considering their work responsibilities.

E. Fiscal and Legal Accountability

Enrollment

- We are currently up about 8 kids.

Cash Flow

- Suggested looking at changing board policy/threshold about cash reserves. Will revisit at September meeting. Goal is 7-8%.

- We pay approximately $1,300 per month per staff member regardless of whether they opt into our insurance.
- Budget is much better than 18 months ago, but still tight.

VIII. New Business

A. Approval of Solar Power Project Purchase Agreement

- We've had 4 public meetings regarding the Solar Power Project.
- The only board comment was wanting to establish an addendum that the official start date of the 10-year agreement will be when power is fully functional. They will include that addendum within the motion.
- As a reminder, this is a zero risk project for Freeman as it's first 10 years is fully funded by grants with no cost to the school district.

Danielle Santman moved the Board approve the Solar Power Project Purchase Agreement with an addendum indicating that the 10 year warranty timeline will begin at 100kwh when the power is fully available. Annie Keebler seconded the motion and it passed unanimously.

B. Approval of 2025-2026 Board and Superintendent Goals

Annie Keebler moved the Board approve the 2025-2026 Board and Superintendent Goals, as presented. Nate Talbott seconded the motion and it passed unanimously.

C. Approval of Surplus Softball Scoreboard

Annie Keebler moved the Board approve the Surplus Softball Scoreboard, as presented. Nate Talbott seconded the motion and it passed unanimously.

IX. Other Information

A. Future Board Meetings

- The next board meeting will be Monday, September 22nd at 6pm at the PRTC building.
- The following meetings will be October 22nd and November 19th.

X. Personnel

A. Personnel Action

Certified: Tanner Schultes – Resignation – 1.0 FTE Transitional Kindergarten Teacher

Non-Continuing Kayleen Archibald – K-8 School Counselor – Non-Continuing
Isabella Bessire – Substitute Teacher

Kaitlin Gores - Substitute Teacher – pending OSPI approval
Catherine Grady – Substitute Teacher
Denice Kienbaum – Substitute Teacher
Andrea Thompson - Substitute Teacher
Alexander van Vlymen – Substitute Teacher – pending OSPI approval
Emma Frey – 1.0 FTE Early Childhood Teacher – Non-Continuing (TTK)
Hannah Kiehn – Substitute Teacher – pending OSPI approval

Contracted: Emma Dobney – Occupational Therapist

Extracurricular: Isaac Swillie – FHS Assistant Football Coach
Isaac Swillie – Resignation – FMS 8th Grade Assistant Volleyball Coach
Brittany Tilleman – FHS C Team Volleyball Coach

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

XI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:59 PM.

Respectfully Submitted,
R. Russell

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Recording Secretary Board Secretary

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Board Chair

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:59 PM.

Respectfully Submitted,
J. De Peralta