APPROVED

Freeman School District

Minutes

FREEMAN SCHOOL DISTRICT BOARD MEETING

Date and Time
Wednesday October 22, 2025 at 6:00 PM

Location
PRTC - 14815 S Jackson Rd, Rockford, WA 99030

Vision Statement
Continuing Our Tradition of Excellence in Education

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

Directors Present
A. Keebler, B. Morphy, D. Santman, D. Teague

Directors Absent
N. Talbott

Guests Present
A. Steinolfson, Chad Ripke, Everett Combs, J. De Peralta, Jeff Smith, Jim Straw, Kent Bevers, L. Phelan, Mike Allen, R. Russell, Stacey Rawson, T. Reed, Trish Jeffries

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Teague called a meeting of the board of directors of Freeman School District to order on Wednesday Oct 22, 2025 at 6:00 PM.

C. Pledge of Allegiance

Greta Van Gemert led us in the flag salute.

D. Establish Quorum

There was a quorum present.

E. Approve Minutes

D. Santman made a motion to approve the minutes from FREEMAN SCHOOL DISTRICT BOARD MEETING on 09-22-25.
B. Morphy seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Consent Agenda

A. October 2025 Consent Agenda Items

Annie Keebler moved the Board approve the October 22, 2025 consent agenda, as presented. Danielle Santman seconded the motion and it passed unanimously.

III. Board Recognition

A. Freeman High School ASB Report - President, Greta Van Gemert

Areas of Focus
-All district assembly went really well and was LOUD
-Leadership meetings are going well and off to a great start
-Tailgate night - in an effort to bring the community together, we decided to promote a big tailgate night before a home football game - we had the Swell Coffee truck, a Snow Cone truck, and BBQ truck (Freeman Alumni) which was well attended and well received
-High school shirts - the motto of "No limits, No excuses, No looking back" was selected for the year - keeping with a theme of moving forward
-Homecoming week recap - Seniors won! Continuing the tradition of recognizing a former state champ alumni group, they recognized the 2010-11 Girls Basketball State Champions

-Veterans Day Program - currently discussing guest speakers for the Monday, 11/10 program, more to come on who will be attending

B. Above and Beyond Award

Trevor Spencer was selected for our Above and Beyond Award! The bridge on Belmont Road was closed recently, and Trevor was instrumental in his communication with our Transportation team to make the necessary route changes as seamless as possible. This impacted 21 students within 12 families. We appreciate Trevor going above and beyond to make this process as smooth as possible for our Freeman community.

IV. Pace Character Trait

A. RESPONSIBILITY

Being accountable, the pursuit of excellence, and the exercise of self-control.

V. Correspondence

A. Childhood Smart Program

Dr. Russell reviewed a letter from Spokane's Resident Office of the US Secret Service regarding a new community outreach initiative called Childhood Smart Program. This program revolves around resources for education surrounding computer and personal safety

B. FSD Fall/Winter Freeman Focus Newsletter

Dr. Russell shared the newest edition of the Freeman Focus Fall/Winter Newsletter that includes details regarding our upcoming Veteran's Day program, updates from core members of our Leadership Team, details regarding our Solar Project, pictures of field trips and academic trips for students, as well as Homecoming highlights and our upcoming calendar of events.

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

- Profile meetings are taking place for grades 1-5
- Conference preparation is complete and ready for tomorrow and Friday
- Curriculum and Information Fair Thursday, 10/23 from 4:30-6:30pm
- PTSG Upcoming events include the Hoe Down on November 14th and Craft Night on December 12th
- Math is Cool (5th Grade) and Chess Club are up and running
- Scottie Dash prizes were distributed and pizza parties took place this past Friday, 10/17
- TTK portables had an environmental report that came back clean, but we have decided to replace flooring/carpet as it needs to be done

Enrollment

TK = 37 and P3 = 4 K = 67 1st = 48 2nd = 66
3rd = 58 4th = 72 5th = 58= 406

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

>Partnership with WSU College of Medicine

7th Grade Engagement includes all students, and we partner with Lakeside MS (Plummer) 8th Grade Mentorship includes 30 students - vaping was their first topic to review, and second will be fentanyl

Peer to Peer Mentoring involves 16 kids (8 from 8th grade, and 8 from 6th grade) - 8th graders mentoring 6th graders with curriculum presented that they work through together

>Scottie Dash Report - overwhelmed with how incredible and supportive our community is - grand total raised = $41,306; each class account received $336 to be held for senior activities - then 25% to PTSG and 75% to MS ASB; Innovia Grant helped fund purchase of prizes

>”Unlock Your Future” Career Fair hosted by the HUB for 8th Graders - this is our 3rd year attending - career vendors are amazing at educating our kids, and they even had homework

>Robotics Regional date change to December 6th & 7th

>Conferences tomorrow and Friday - staff are ready

Enrollment

6th- 57 7th- 72 8th- 64 (+1) Total- 193 (+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

- First Fridays - POWER values and College & Career Readiness - first video presented early October
- EWU Instant Decision Day - 4 students immediately accepted; WSU coming up later this month, and we're hopeful to see positive results from that as well
- PSAT: 32 testers turned out - typically 25-28 in the past, so great turnout this year
- National College Fair (20 students expressed interest and attended) - great workshops and representation nationally and even internationally, Construction Days is upcoming
- FBLA: 43; SkillsUSA 15; FFA: 52 (up 16 from last year); Knowledge Bowl 12 (won first match last week); Art Club; Robotics Club: 2 (preparing for first competition); National Honor Society: 27; Unified Club 21.
- Veterans Day Celebration: November 10 - food will be organized by our culinary classes

Enrollment

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

We may have two new exchange students coming in - more to come

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

Overview

- Fall sports are going very well. Regular season league play wraps up at the end of the month.
- Soccer is currently 11-2 and ranked #3 in the RPI and take on NWC, who is ranked #2 and our only loss on year. Lost 2 games with other teams this year, one a forfeit by Chesterton Academy. Rylee Ripke became all time leading scorer for our school!

- Football is currently 5-2, ranked #6 in the RPI and sit in 2nd place in league currently.
- Volleyball is currently 18-5 overall, ranked #9 in the RPI and sit in 1st place in league and have yet to drop a set in league play. Senior night tomorrow, 10/23. If we win tomorrow, we host 11/4.
- Cross Country team is having a great season! Right now in the coaches poll for 2B, the boys are ranked #1 and the girls are ranked #6.
- Cheer team is doing a great job of supporting our athletic teams and cheering at FB, VB, and soccer games.

Areas of Focus

- Homecoming week was a big success.
- New video board in the blue gym is incredible. Big shout out to Kristal Hayek for all the time she has put in making new graphics to be displayed at home games.
- Football play clocks were used at our last two home football games and we have received great feedback from players, coaches and officials.
- Girls wrestling - we will have our first girl on the wresting team in quite some time. She will have similar duals, but often at different locations, so we are hiring an additional coach.
- Chewelah is forfeiting to us in football on 10/24, so we are looking for a football game, but have not had success.
- Soccer losing 2 games in forfeit, so we have been looking for at least one game, but no luck yet.
- Winter sports start practice on November 17th.
- First round of playoffs for fall sports will lead us to having games nearly every night the first week of November. Go Dawgs!
- A Board Member asked the best way to keep track of post season games/updates. Mr. Ripke suggested the WPA Network where you can click to find the specific sport, and then click on post-season brackets to keep updated as we go.
- Mr. Ripke also presented to the board printouts for post-season tournament schedules for volleyball and girls soccer.

Enrollment

Cross Country – 21 boys, 9 girls
Volleyball – 23
Soccer – 17
Football – 46
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
  - Softball –
    - 8th – great season, ended 8-1
    - 7th – 4-3-1, seventh grade schedule with 6th graders
  - Football –
    - 8th – 0-5, results may not show it, but great improvement over the season, and our roster included 3-4 7th graders assisting (total of 12)
    - 7th – 3-2, great season, also played several combo teams on the year
  - Cross Country –
    - We had All-League Placers and individual records set (JC set a school record of 8:37 for the mile and a half); several other student placements

Enrollment

- FMS Volleyball: 61 girls out from grades 6-8, which has led to the need for an overflow coach, Sierra McGarity, who is on the Personnel Action report for your approval
- FMS Wrestling: 17 - 16 boys and 1 girl

Mr. Allen also touched on the Peer to Peer Mentorship program and what an incredible opportunity it has been for the students.

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. Met with K8 ASB students Sept. 24.
    1. Presented them with an opportunity to plan one lunch menu per month.
    2. Utilizing a School Lunch Celebration Calendar provided by School Nutrition Organization.
    3. Allowing students to select one day per month to help plan a menu based on events taken from the Celebrations Calendar.
    4. For example: Nov. 3 is National Sandwich Day. I've provided the ASB students with school lunch sandwich recipe resources they can use to try and identify a new sandwich they might want to plan for that day. Rocking Shredded Chicken BBQ Sandwich for 11/3.

5. This will allow them more opportunities for organization and planning, as I publish/submit menus for the following month two weeks in advance.
6. May do some of this for new breakfast items as well.
7. Also offered to class reps to help them report this to their classmates in the classroom.
8. Idea of student choice recipe for the menu.

2. K8 Hobart Dish Machine needs replacing. Working with Dr. Russell and various vendors to identify best price. Initial estimate around $7,000. Hobart has an annual maintenance contract we can sign for $5,000, which includes the motor replacement and additional repairs. This will save us overall in cost.

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 requesting the approval of the purchase of a new bus for a 2026-27 school year (delivery from RWC) in keeping with our bus replacement schedule. RWC submitted the lowest state bid to OSPI for the category of type C (conventional) with a 72-77 passenger capacity.
- Our last bus we got for the 2025-26 school year cost about $179,000. This one will be almost $208,000. The reason for the big increase is:
  - The cost of buses has increased.
  - In the quote I'm requesting full a/c. As we get more into the hot months, especially as we look down the road (so to speak) at a midwinter break, there is a need for full a/c I believe because it definitely is hotter on a full metal bus than what the outside temps say. This is a $12,000-$13,000 option. Also, there is an increase in cost with the components to run the a/c, such as a larger capacity alternator and 3 batteries instead of 2.
  - Another cost increase is with the use of integrated seats, meaning that the 5-point harness is built into the seats in the first two rows to accommodate the smaller TK students.
  - I've also specked out underneath storage compartments only on the passenger side. I've not had these installed in the last 6 or so buses but we have found out that students on route buses or players on sport buses have larger equipment that when stored in the passenger area takes seats away from the students.

- Right now, we have $277,300 in our depreciation account for the 2026-27 school year. This will increase by a few thousand once we receive the new little bus that you just approved and get it on the depreciation schedule. District options are coded to transportation instead of using our depreciation money.
- Miles: To/From – 15,318 PM2 routes – 1,056 Field Trip – 94 Club Trip – 95

Extra-Curricular – 2,308

- Students Transported in September: To/From 16,808 PM2 Routes - 574

C. Kirk Lally, Maintenance-Grounds Director

Todd Reed presented in Kirk Lally's absence.

Areas of Focus:

1. New mower has arrived, and it is very nice.
2. Getting vehicles and winter gear ready.
3. Had boiler inspections and they must come back for the HS as it was too warm and they would not run.

Safety:
Everett and I attended Spokane Regional Health for the school self-inspection program. This allows us to do our own inspections to make sure we are in compliance.

D. Stacey Rawson, Interim Director of Student Services

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

Areas of Focus and Enrollment
Special Education

- Working on updating many of the department processes.
  - Aligning goals and service minutes on IEPs to ensure consistency for families.
  - Making IEP meetings more family centered by having a clear agenda, including pictures and easy-to-understand language about their child's progress and data.

- Collaborating with the Special Education Team to make needed changes within our software IOL.
- 114 Students

Multilingual Learners (MLL)

- Initial Screenings complete for new high school students who qualify as MLL.
- On-demand translation service in place now to help communicate with families in their home language to support meaningful family engagement.
- 3 students

McKinney Vento/ Foster Youth

- Coordinating closely with transportation to support students.
- Connecting families to area community resources.
- 22 students/ 0 students

Title 1/ Learning Assistance Program (LAP)

- Title/ LAP groups are going great at the elementary and middle school. We continue to add and change groups as student needs change throughout the year.
- Title/ LAP family engagement will be completed at conferences ensuring all families who have students receiving intervention have communication about their student's goals and progress.

Highly Capable

- Completed End-of-Year reporting for 24/25 to ensure our allocation begins in October.
- Meeting with a vendor on 10-17-25 to purchase Highly Capable Screening Tool for 2nd and 3rd grade.

Working hard to make sure we are in compliance with OSPI guidelines on attendance and truancy. First letters went out and we are starting to receive responses. 89% daily attendance currently - looking to improve. A Board Member asked how that aligns across area schools, and Mrs. Rawson will research and get back to the Board.

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 are currently transitioning our staff onboarding automation from the Identity Access Management (IAM) system to the new Nexgen Identity Management (NIM) platform to improve efficiency, consistency, and account provisioning across the district. Hoping to transition by end of week.
- We kicked off our Safety and Security Committee meetings to plan and prioritize improvements to district technology and safety systems. Had several important partners at the table for initial discussions.
- We are evaluating Chromebook options and pricing, along with upgrades to our server infrastructure for the district technology plan. Chrome pricing is currently down, surprisingly.
- Dr. Russell publicly thanked Todd and Kirk for coming in on Sunday to make sure we were up and running for school Monday morning after a power outage.

VIII. Superintendent's Report

A. Review Board Policy No. 2005 - School Improvement Plans

Dr. Russell reviewed Board Policy No. 2005 - School Improvement Plans. We have a campus-wide plan and wanted the board to look at it again.

B. Curriculum, Instruction and Assessment

C. School Safety, Culture and Environment

- Dr. Russell gave a FSD 2026 Safety, Security and Technology Plan Update - kudos to Dave Teague's participation surrounding compliance with Alyssa's Law - we have a team working hard on this so we are ready for implementation in 2026.
- Dr. Russell updated the Board regarding the I Love You Guys initiative surrounding school safety and security. Dan Corder from ESD, Joanna De Peralta, Todd Reed and Kirk Lally have been reviewing the five areas of focus and are currently shifting our current procedures to align with these simplified categories. Todd and Joe will meet with staff and students over the next couple of months to see feedback. We'll have an update to the Board on 12/10, will meet with staff on PD day January 5th seeking feedback, with the goal to have a complete update by end of January, 2026. This will run in a similar timeline with our Safety, Security & Tech Plan approval. We'll continue working through sensitivities of staff to move forward and focus on simplicity.
- Dr. Russell gave a Solar Project Update letting the Board know that everything continues to stay on track and ZEN has completed the loan financing. Quick reminder this is a no cost project for us, and Inland Power is working on their items. A Board Member suggested we add a public sign near the installation site recognizing the partners that made this happen, and reminding our community that the School District and our tax payers had no financial obligation to this.

D.

Partnering with Parents and School/Community

Dr. Russell welcomed Superintendent/Principal of the Endicott School District, Trish Jeffries who has been with us today to job shadow and visit Freeman.

Another reminder that the Freeman Focus Fall/Winter Newsletter will be hitting district mailboxes within the next week.

E. Fiscal & Legal Accountability

Cash Flow

- General Fund review - we are projected to finish with a 4.68% cash balance, and will look to shift the required minimum of cash reserves from 3% to 5% with a goal of 5% to 7%. Not seeing support from a state level on several items, so the cash reserve is critical. We'll need to keep a close eye on enrollment and our ConnectEd program in particular, as well as the overall cash flow, and utilize levy funds for items needed.
- Capital Fund Cash Balance - we need to pay very close attention on revenues collected and planned expenditures. We specifically looked at first collection of levy funds for April 2026. All of this money gets reinvested back to our campus, and we need to follow through on our promises from our Levy communication (for example, Traffic Flow Study included in that 2-year map of levy funds). We will be back in front of voters in February of 2027 with our EP&O, which coincides with the first payoff of our construction bond. We have a 3-year, 6-year, and 9-year plan to meet goals. We need to be thinking further ahead than we ever have with technology improvements as our technology and procedures have to align.

Enrollment

IX. Board Comments

A. Principal Appreciation Month

Dave Teague made mention of Principal Appreciation month to recognize our incredible team. We have such an experienced group of professionals who work tirelessly for the kids, and the Board is grateful.

X. Unfinished Business

A. Approval of Board Policy No. 2021 - 2nd Reading

Bill Morphy moved the Board approve Board Policy & Procedure No. 2021 - 2nd Reading - Library Information and Technology Programs, as presented. Annie Keebler seconded the motion and it passed unanimously.

B.

Approval of Board Policy & Procedure No. 3206 - 2nd Reading

Bill Morphy moved the Board approve Board Policy & Procedure No. 3206 - 2nd Reading - Pregnant and Parenting Students, as presented. Danielle Santman seconded the motion and it passed unanimously.

C. Approval of Board Policy & Procedure No. 5011 - 2nd Reading

Bill Morphy moved the Board approve Board Policy & Procedure No. 5011 - 2nd Reading - Sexual Harassment of District Staff Prohibited, as presented. Annie Keebler seconded the motion and it passed unanimously.

XI. New Business

A. Approval of Board Policy No. 1310 - 1st Reading

Annie Keebler moved the Board approve Board Policy No. 1310 - 1st Reading - Policy Adoption, Manuals and Administrative Procedures, as presented. Danielle Santman seconded the motion and it passed unanimously.

B. Approval of Board Policy No. 2420 - 1st Reading

Annie Keebler moved the Board approve Board Policy No. 2420 - 1st Reading - Grading and Progress Reports, as presented. Bill Morphy seconded the motion and it passed unanimously

C. Approval of Board Policy No. 3143 - 1st Reading

Annie Keebler moved the Board approve Board Policy No. 3143 - 1st Reading - Notification and Dissemination of Information About Student Offenses and Notification of Threats of Violence or Harm, as presented. Danielle Santman seconded the motion and it passed unanimously.

D. Approval of Board Policy No. 3210 - 1st Reading

Annie Keebler moved the Board approve Board Policy No. 3210- 1st Reading - Nondiscrimination, as presented. Bill Morphy seconded the motion and it passed unanimously.

E. Approval of Board Policy No. 4260 - 1st Reading

Bill Morphy moved the Board approve Board Policy No. 4260 - 1st Reading - Use of School Facilities, as presented. Danielle Santman seconded the motion and it passed unanimously.

F. Approval of New Bus Purchase

Annie Keebler moved the Board approve the New Bus Purchase, as presented. Danielle Santman seconded the motion and it passed unanimously.

G. Approval of FSD 2026 Strategic Plan

Bill Morphy moved the Board approve the FSD 2026 Strategic Plan, as presented. Annie Keebler seconded the motion and it passed unanimously.

XII. Other Information

A. Future Board Meetings

- The next board meeting will be Wednesday, November 19th (6:00 PM).
- The following meetings will be December 10th (6:00 PM) and January 26th (11:00 AM).
- As of right now, all Board Members will be in attendance for these three meetings.

XIII. Personnel

A. Personnel Action

Certified: **Heidi Santiago** – Substitute Teacher
Sarah Bankhead – Substitute Teacher
Charles Green – Substitute Teacher

Classified: **AmyJo Wright** - Special Education Bus Aide
DeeAnna Rothrock - Special Education Bus Aide
Jolita Truett - Special Education Bus Aide
Byrne Wittig – Substitute Bus Driver – pending OSPI approval
Barb LaShaw – Resignation – Bus Driver – effective 12/5/25
Jamie Goodlake – Substitute Bus Driver – pending OSPI approval
Jamie Goodlake – Substitute Secretary – pending OSPI approval

Extracurricular: **Josie Marro** - 7th Grade Head Volleyball Coach
Teagan Mahre - 8th Grade Assistant Volleyball Coach
Stephen Busbee – HS Assistant (JV) Boys' Basketball Coach
Sierra McGarity – 7th Grade Girls' Overflow Volleyball Coach

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

XIV. 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 7:32 PM.

Respectfully Submitted,
J. De Peralta