DRAFT

Freeman School District

Minutes

FREEMAN SCHOOL DISTRICT SPECIAL BOARD MEETING - Superintendent Search

Date and Time
Wednesday January 7, 2026 at 6:00 PM

Location
PRTC Conference Room

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
Aimee Hoyt, Ann Kik-Powers, Barb Gady, Charlie Hollen, Heidi Youseph, J. De Peralta (remote), Jake Bartlett, Jeff Galloway, Jenessa Stamper, Jessica Galloway, Jessica Whitney, Kirsten

Schweiger, Kristie Newcomb, Ludy Dickson, R. Russell, RaeAnne Clark (remote), Robert Stamper, Shawna Britain, Stacey Rawson, T. Reed

---

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 Wednesday Jan 7, 2026 at 6:00 PM.

II. Other Business

A. Discuss & Review Superintendent Search Survey Results/Process

School Board Chair Annie Keebler welcomed everyone to tonight's Special School Board Meeting dedicated to the Freeman SD Superintendent Search and thanked them for attending the meeting.

Introductions - Each school board member, Sup't. Randy Russell, and each guest introduced themselves.

Board Chair Keebler shared:

- The purpose of a Special School Board Meeting
- The process/options the board has for running a search, the timeline, and the outcomes
- The process of surveys, small group meetings, and tonight's meeting, which will include comments/questions from audience members

A discussion continued with comments/questions from the following attendees:
*Shawna Britain, Stacey Rawson, Jeff Galloway, Charlie Hollen

Board members had an opportunity to share their individual thoughts connected to the process, survey feedback, small group meetings, input from staff, parents, and community members.

After the entire discussion concluded, the board decided to conduct an in-district job posting/process first. The Superintendent position will open on January 9, 2026 and will be open in-district for 5 days, closing on Thursday, January 15. The announcement will require a letter of interest, resume, 5 letters of recommendation, and completion of a writing prompt that addresses challenges and opportunities (5 questions) for the Freeman School District.

The board also decided the interview process would include students, staff, parents, and community members - tentatively scheduled for Wednesday, January 21, 2026. There will be at least four separate interview teams (FMS and FHS students, Staff, Parents/Community, and School Board). The board also decided that there wouldn't be a residency requirement and that the salary should be comparable to regional school districts.

If there is not a successful internal candidate, then the board discussed posting the position for four (4) weeks out of district.

Board Chair Annie Keebler will create an email to update students, staff, and parents/community on the search process progress and that email would be distributed on Thursday, January 8, 2026.

Please click on the link below to listen to the Special Board Meeting - Superintendent Search from 1-7-2026.
https://app2.boardontrack.com/public/YdUrWe/viewer/454620?eventId=89936

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:30 PM.

Respectfully Submitted,
J. De Peralta
Recording Secretary _____

Board Secretary _____

Board Chair _____