

BOARD MEETING MINUTES  
FREEMAN SCHOOL DISTRICT NO. 358  
April 24, 2024

**MEETING CALLED TO ORDER:** The regularly scheduled meeting of the Freeman School District Board of Directors was called to order at 6:00 p.m. by Board Chair Dave Teague. There was a quorum present.

**MEMBERS PRESENT:** Annie Keebler, Danielle Santman, Nate Talbott, Dave Teague, Randy Russell and Alan Steinolfson were present. Bill Morphy was excused.

**GUESTS:** Lisa Phelan, Jeff Smith, Debbie Morphy, Everett Combs, Jim Straw, Chad Ripke, Mike Allen, Jody Sweeney, Todd Reed, Kirk Lally, Kristina Bowen, Kyle Kemble, Aimee Hoyt, Kristie Newcomb, Joanna DePeralta, Rachel Burgess, Eric Hendrickson, Desiree Hendrickson, Jessica Whitney, Kellie Miner, Rachael Schwartz, Megan Shaw, and Robert Stamper.

**FLAG SALUTE:** Jim Straw led us in the flag salute.

**CONSENT AGENDA:**

March 27th, 2024 Board Minutes

1 Qtr. Sales & Use Tax (Comp Tax) General Fund	\$ 150.65
Credit Card (BMO) Payment General Fund	\$ 2,513.55
Credit Card (BMO) Payment ASB Fund (Credit)	\$ -1,411.05
April General Fund Payments	\$197,497.39
April General Fund ACH Payments	\$ 7,941.31
April ASB Fund ACH Payments	\$ 225.00
April ASB Fund Payments	\$ 19,209.42
April Capital Projects Fund Payments	\$ 20,540.69
April Payroll	\$977,429.95
May Mid-month Payments, not to exceed	\$ 25,000.00
<u>March County Treasurer Report</u>	
<u>March Budget Status Report</u>	

Annie Keebler moved the Board approve the April, 2024, consent agenda as presented. Danielle Santman seconded the motion and it passed unanimously.

**BOARD RECOGNITION**

- Teacher Appreciation Week – May 6-10, 2024
- Sports Officials Appreciation Month – May 2024

**PACE CHARACTER TRAIT:**

*TRUSTWORTHINESS – Inspiring complete reliability and confidence in his/her truthfulness, integrity and discretion*

**CORRESPONDENCE:** No correspondence.

**BUILDING REPORTS:**

**Lisa Phelan, Elementary Principal, reports:**

Overview

- The Freeman elementary is committed to a great year. The staff and students will focus on implementing the new student growth goal language (SGG), collaboration, and communication with our parents.

Areas of Focus

- Transitional Kindergarten/Kindergarten Round-Up, April 23<sup>rd</sup>, for the 24/25 school year; 38 4-year-olds and 13 kindergarteners who are newly enrolled were screened.
- May 1<sup>st</sup> – TK-5 staff will place students in classes for the next school year.
- PACE Student of the Year – The staff nominated Gwen Thomas to represent FES as the 23/24 PACE Student of the Year.
- SBAC – FES students will take the SBAC ELA, Math, and Science (5<sup>th</sup>) state assessment in May and the final AimswebPLUS screener to show academic growth in both reading and math.

- Extreme Science – Radical Rick will teach three sections of hands-on science experiments to grades K-5 during the month of May.
- Chess Club – 12 students are participating in the Spring Chess Club.
- End of Year Evaluation – Post-observation meetings and SGG documentation are wrapping up to prepare for the end-of-year evaluation deadline of May 15<sup>th</sup>.

Enrollment

TK-33, K-53, 1-52, 2-64, 3-55, 4-55, 5-68 = 380 Total (+4)

**Jim Straw, Middle School Principal, reports:**Overview

- During the 2023/2024 school year, FMS staff and students are working toward our “Best Year Ever”.
- Focuses will be on the execution of the 2025 Strategic Plan, enhancing the use of Advisory time and professional development on the new student growth goal language (SGG) to support growth.

Areas of Focus

- Held 194 Student Led Conferences before Spring Break. We are still attempting to schedule the last four.
- Chris Marks administered our final School-Based Screening, Brief Intervention and Referral to Treatment (SBIRT) screening to our 8<sup>th</sup> graders.
- Registration for next year is in full swing. We are currently working with our current 6<sup>th</sup> graders.
- ASB Elections have begun. Forty-three candidates for the six executive positions at FES & FMS. Election Assembly is Friday, May 3<sup>rd</sup> @ 8:30 am.
- In discussion with First Washington and Freeman Robotics about an expansion to the First Tech Challenge Program for students in grades 7-12.
- Proposed transition from a 6-period to a 7-period day.

Enrollment

6-64(+1), 7-64(-2), 8-70(+1) = 198 Total

**Jeff Smith, High School Principal, reports:**Overview

- FHS is assessing and working to improve! Specifically, we will continue to improve our collaborative work as a team while focusing on building mission, vision, values, and assessment in an effort to implement the 2025 Strategic Plan and Washington State’s new student growth goal language to support student and teacher growth.

Areas of Focus

- FFA male Trap Team are State Champions!! - Dennis Mackleit was 1st overall; Female Trap Team finished in top10
- Lane Matthews was honored for Personal Achievement at the Chase Youth Awards
- Nick McLaughlin is FHS PACE Student of the Year for 2023-24
- SAT today - 24 completed the exam
- SBA & AP testing is set
- End of Year Evaluations are underway
- Proposed transition from 6 period schedule to 7 period schedule

Enrollment

9-79, 10-76, 11-80, 12-64 = 299 Total

**Chad Ripke, Dean of Students/HS Athletic Director:**Overview

- Spring Sports are going well.
  - Baseball is currently 12-5 overall, 7-3 in league which puts them in 2<sup>nd</sup> place currently and 13<sup>th</sup> in the RPI.
  - Softball is 10-3 overall, 6-1 in league and tied for 1<sup>st</sup> place and 12<sup>th</sup> in the RPI.
  - Tennis boys are competing hard with low numbers and the girls are currently 2<sup>nd</sup> in league.
  - Track is doing very well. They are at lakeside tonight for a dual that will decide the league championship
  - Golf is doing very well also. Boys and girls varsity teams currently sit in 2<sup>nd</sup> place in league.
  - Trap team won their 3<sup>rd</sup> consecutive state championship.
- Thanks to Everett and the transportation department for being flexible and providing buses for the teams and coaches.

Areas of Focus

- Budget cut considerations for athletics: district travel allotment, post season compensation for head and assistant coaches, paying game staff workers. Mike and Chad are combing through the co-curricular contract.
- 2BNE scheduling and non-league schedules for the fall are 95% complete. Winter schedules are 90% complete. Gym banners will be needed for the new league. This league will be new and different.
- Annual athletics golf tournament fundraiser: August 17<sup>th</sup> at the Links golf course.
- May 31<sup>st</sup> – NEA Scholar Athlete luncheon to recognize one senior male and female.
- May 31<sup>st</sup> – Senior Signing Day

#### Enrollment

Track-47, Tennis-19, Golf-32, Baseball-24, Softball-23

#### **Mike Allen, K-8 TOSA/MS Athletic Director:**

##### Overview

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

##### Area of Focus

- Baseball had their first games today at home. 8<sup>th</sup> grade playing at the high school and 7<sup>th</sup> in the Dawg Bowl.
- MS Track competed well at their first track meet at home Tuesday night. The meet was well attended.
- Collaborating with Chad Ripke to determine coaching contract adjustments. We are also working to decrease athletic costs 7-12.
- Looking at the possibility of realigning the sport seasons.

##### Enrollment

Baseball: 28; Track: 37

#### **DEPARTMENT REPORTS:**

##### **Kent Bevers, Nutrition Services Directors, reported:**

##### Areas of Focus

- WA. ST. HB 2058
  - If passed, all students would eat school meals at no charge
  - As of this morning, the bill was still in committee
- SY 2024-25 Meal Pricing
  - Paid Lunch Equity Tool was recently released
  - Currently working with Alan and Randy on pricing
  - Will submit a pricing recommendation in May

##### **Kirk Lally, Director of Maintenance and Grounds:**

##### Areas of Focus

- Working with Randy planning summer work and needed repairs.
- Will finalize the well pump controls next week. This is the backup probes for the water level.

##### Safety

- Nothing to report at this time.

##### **Todd Reed, Technology Director, reported:**

##### Areas of Focus

- Approaching the SAT and state testing season. It's crucial to ensure that all testing technology is updated, fully functional, and ready for use. This includes installing necessary testing applications, and familiarizing students with the digital testing environment to ensure a smooth and successful testing experience.
- The FES camera surveillance server recently experienced a significant setback when 4 out of its 8 hard drives failed, resulting in the loss of all stored camera footage. However, through effective collaboration with local partners, we were able to procure new drives and successfully restore the server back online, ensuring the continuity of our surveillance operations.
- Due to weather conditions and other variables, there has been a need to replace several security cameras around campus that have failed. We have been working diligently to replace faulty cabling and cameras to ensure the integrity and effectiveness of our security system.

**Jody Sweeney, SpEd Director/School Psych, reported:**Overview

- School Psychologist:
  - Initial evaluations and reevaluations within FSD – academic, cognitive, social/emotional, developmental, health, and adaptive assessments within a legal timeline.
- Special Ed Director:
  - Focused on Special Education processes, legal and team expectations.
  - Communication and collaboration with Admin/Leadership Team and Special Ed Team.
  - ELL and Highly Capable work within the district.

Areas of Focus

- TK & Kindergarten Roundup Tuesday
- Drug Impairment Training for Educational Professionals
- 13 re-evaluations and 9 initial evaluations
- Staffing for next year – looking at caseloads
- Participation in transitions to next grade level and master scheduling

Special Ed count

119

**Everett Combs, Transportation Supervisor, reported:**Areas of Focus

- Mileage for March:
  - To/From – 13,557 miles
  - Athletics – 3,623 miles
  - Field Trips – 0 miles
  - Activity Routes – 688 miles
  - Total February miles – 17,868 miles
- A new McKinney-Vento route will be started tomorrow. It will be around 96 miles per day.
- Transportation is working on the School Bus Stop Sign Violation report for this school year with a May 2<sup>nd</sup> deadline to OSPI. There have been 6 reported violations with 5 of them being high school students. We will have information going out in the FHS Friday Flyer and FHS ASB will be working on something to include in the Dawg Chow video for the next week. They are also working with Chad, Jeff and Deputy Felvarg on this issue.
- The third ridership report for this school year is due next week. The high number is 847 students riding which is a combination of the morning and afternoon counts. Last year the spring count was 830.

**SUPERINTENDENT'S REPORT:**Curriculum, Instruction and Assessment:

Jeff Smith and Jim Straw outlined the discussion leading up to a possible schedule change for next year.

- With reduced staff, there will be schedule changes
- What programs do we continue and also address the students' interests
- With Mr. Wood's retirement, Mr. Rae will be moving up to teach those classes. Mr. Rae's position at the MS will not be filled.
- The MS have had discussions as the process continues
- The process was mapped out starting in March to current
- This change stems from loss of enrollment, loss of Equalization dollars, and less staffing
- Schedule alternatives – mapping a 7 period per day possibility
- Many discussions with HS & MS staff
- Week before spring break, HS was presented with a best draft of a 7-period day.
- Endorsements are a concern – need for creativity
- Strongly considering a 7-period day – there would be many issues if we stay on a 6-period day – not able to offer upper-level classes
- After spring break, met with staff, cross walked the 7-period day, solved most of the issues
- Shared a draft of a 7-period modified schedule
- Mr. Smith met individually with each staff member at the HS
- Being creative with the current situation
- Currently classes are 50 minutes. With a 7-period day, the class time would be 47 minutes, 4-minute passing time and 8-minute Scottie Break

- We would still have college in the classroom but some of the class could be different
- Move some classes to AP

#### School Safety, Culture, and Environment:

- Thank you for being here and being supportive of Freeman School District
- The staff was disappointed and took the defeat as a vote of no confidence.
- Students came; staff brought their best; parents stepped up big time
- Disappointed in those that cheer and applaud a levy fail
- Freeman takes every student; cares and loves them; committed to bringing 100% for kids everyday
- Thanks to the team, board, parents, staff for stepping up
- We have a game plan and will keep delivering for our students
- We are reminded how good we have it here and will continue to support our students
- Needs do not go away regardless of the failed levy
- We will regroup; we have hard decisions and tough conversations ahead of us
- We will not be able to fix everything

#### Partnering with Parents and School/Community:

Lots to Celebrate –

- Lane Mathews received the FSD Above and Beyond Award
- Tony and Lisa Curtis received the WASA Community Leadership Award

#### Fiscal and Legal Accountability:

- Enrollment
- Ending Cash Balance
- Not a surprise where we are at with our budget. Through retirement & attrition we have been able to cut \$750,000. We need to go further with our cuts. We are at 810 FTE. Will need to cut another approximately \$200,00 by May 15<sup>th</sup>; from a number of sources. Enrollment drives the budget. Tough decisions are being made. We have a plan and we will end the year in the black.

#### **BOARD COMMENTS:**

- Annie Keebler recently joined the Admin Team for walkthroughs. She shared how amazed she was at how well the classrooms are managed.
- Dave Teague thanked the visitors for coming to the meeting. It was disappointing that the Capital Levy failed but we will keep showing up. We believe in our staff and know they are making decisions that are best for all kids. The board encourages questions. If you have questions, show up and have a conversation. The staff should not have to deal with misinformation that is out there.

#### **VISITORS COMMENTS & CONCERNS:**

- What modes of communication would be used to communicate cuts?
- Is there a plan to keep a running log of the shortfalls, and how would that be communicated?
- Concern that a few families are leaving the district.

### **UNFINISHED BUSINESS**

#### APPROVAL OF BOARD POLICY NO. 1611 – 2ND READING

Annie Keebler moved the Board approve Board Policy No. 1611 – Conflicts of Interest, as presented. Nate Talbott seconded the motion and it passed unanimously.

#### APPROVAL OF BOARD POLICY & PROCEDURE NO. 4001 – 2ND READING

Annie Keebler moved the Board approve Board Policy & Procedure No. 4001 – Public Information Program, as presented. Danielle Santman seconded the motion and it passed unanimously.

#### APPROVAL OF BOARD POLICY & PROCEDURE NO. 4040 – 2ND READING

Annie Keebler moved the Board approve Board Policy & Procedure No. 4040 – Public Access to District Records, as presented. Nate Talbott seconded the motion and it passed unanimously.

#### APPROVAL OF BOARD POLICY & PROCEDURE NO. 5010 – 2ND READING

Annie Keebler moved the Board approve Board Policy & Procedure No. 5010 – Nondiscrimination and Affirmative Action, as presented. Danielle Santman seconded the motion and it passed unanimously.

**NEW BUSINESS**

**APPROVAL OF WIAA SCHOOL BOARD RESOLUTION**

Annie Keebler moved the Board approve WIAA School Board Resolution, as presented. Nate Talbott seconded the motion and it passed unanimously.

**APPROVAL OF OUT OF STATE FIELD TRIP**

Annie Keebler moved the Board approve 5<sup>th</sup> Grade Field Trip to Lutherhaven, Coeur d’Alene, ID, as presented. Danielle Santman seconded the motion and it passed unanimously.

**APPROVAL OF BOARD POLICY NO. 2004 – 1ST READING**

Annie Keebler moved the Board approve Board Policy No. 2004 – Performance Improvement Goals, as presented. Nate Talbott seconded the motion and it passed unanimously.

**APPROVAL OF BOARD POLICY & PROCEDURE NO. 2090 – 1ST READING**

Annie Keebler moved the Board approve Board Policy & Procedure No. 2090 – Program Evaluation, as presented. Danielle Santman seconded the motion and it passed unanimously.

**APPROVAL OF BOARD POLICY & PROCEDURE NO. 2190 – 1ST READING**

Annie Keebler moved the Board approve Board Policy & Procedure No. 2190 – Highly Capable Programs, as presented. Nate Talbott seconded the motion and it passed unanimously.

**APPROVAL OF BOARD POLICY NO. 2230 – 1ST READING**

Annie Keebler moved the Board approve Board Policy No. 2230 – Transition to Kindergarten Program, as presented. Nate Talbott seconded the motion and it passed unanimously.

**APPROVAL OF BOARD POLICY NO. 5280 – 1ST READING**

Annie Keebler moved the Board approve Board Policy No. 5280 – Separation from Employment, as presented. Danielle Santman seconded the motion and it passed unanimously.

**OTHER INFORMATION:**

- The next regularly scheduled board meeting will be Wednesday, May 29<sup>th</sup> at 5:00 pm in the K-8 MPR.
- Adding a second board meeting in June: Thursday, June 13<sup>th</sup>, at 4:00 pm in the K-8 MPR.
- Regularly scheduled meeting in June: Wednesday, June 26, at 6:00 pm in K-8 MPR.
- Budget hearing: Wednesday, July 24<sup>th</sup>, at 5:00 pm in the K-8 MPR followed by a regular board meeting at 6:00pm.

**PERSONNEL ACTION:**

Certified: Lisa Frazier – CTE Culinary Arts Teacher – 1 period (2024/2025 school year)  
Stacey Rawson – K-8 Counselor – Returning to 1.0 FTE

Classified: Katie Doneen – Resignation – Library Coordinator Para Educator

Extracurricular: Tyler Dickerhoof – Resignation – MS Football Coach  
Landen Grant – Resignation - MS Football Coach  
John Hays – Resignation – MS XC Coach  
Bill Brebner – Resignation – MS Football Coach  
Josh Robins – MS Overflow Track Coach

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

**ADJOURNMENT:** The board meeting adjourned at 7:42 p.m. with no further action.

\_\_\_\_\_  
Recording Secretary

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
Board Chair