

BOARD MEETING MINUTES
FREEMAN SCHOOL DISTRICT NO. 358
December 14, 2017

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 Chair Annie Keebler. There was a quorum present.

MEMBERS PRESENT: Annie Keebler, Travis Campbell, Ed Cashmere, Neil Fuchs, Randy Russell and Jamie Weingart.

GUESTS: Debbie Morphy, Ben Ferney, Todd Reed, Everett Combs, Kirk Lally, Jim Straw, Jody Sweeney, Marci McGill, Char Trejbal, Harry Amend, Lorraine Robinson, Brian Parisotto, Bill Morphy, Lisa Phelan, Jenny Bryant, Jake Tesch and Ben Jamison.

FLAG SALUTE: Jim Straw led the audience in the flag salute.

ADDITIONS TO THE AGENDA: Updated Personnel Report and addition of oath of office.

CONSENT AGENDA:

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Mid-Month AP – 112528 – 112535	\$ 18,160.78
General Fund AP – not to exceed	\$ 200,000.00
ASB Fund AP – not to exceed	\$ 50,000.00
Benefit Trust Fund AP – not to exceed	\$ 40,000.00
December Payroll – not to exceed	\$ 750,000.00

Mr. Fuchs moved the Board approve the consent agenda as presented. Mr. Campbell seconded the motion, and it passed unanimously.

OATH OF OFFICE:

The Oath of Office was administered to Neil Fuchs and Ed Cashmere:

I Neil Fuchs and Ed Cashmere, do solemnly swear or affirm that I am a citizen of the United States and the State of Washington; that I am legally qualified to assume the office of Freeman School Board Director; that I will support the constitution and laws of the United States and the State of Washington; and that I will faithfully and impartially discharge the duties of this office to the best of my ability.

BOARD REORGANIZATION:

Mrs. Keebler called for nominations for Chairperson. Mr. Campbell nominated Mr. Fuchs as Chairperson. Mr. Cashmere seconded the nomination, and it passed unanimously by roll call vote.

Mr. Fuchs called for nominations for Vice-Chair. Mrs. Keebler nominated Mr. Campbell as Vice-Chair. Mr. Cashmere seconded the nomination, and it passed unanimously by roll call vote.

Mr. Fuchs called for nominations for WIAA Representative. Mr. Campbell nominated Mr. Cashmere as WIAA Representative. Mrs. Keebler seconded the nomination, and it passed unanimously by roll call vote.

Mr. Fuchs stated the call for nominations for Legislative Representative will wait until a new board member is selected.

PACE CHARACTER TRAIT:

CARING – Showing a genuine concern for the welfare of others and being a kind, supportive helper.

CORRESPONDENCE: Dr. Russell presented the Board the following correspondence:

- Front page of Spokesman Review about the Freeman Students that help at the Christmas Bureau each year
- Latest copy of the Board and Administrator

Mr. Fuchs thanked Annie Keebler for all of her work as Board Chairman over the past two years and looks forward to continuing to work with her.

REPORTS

BUILDING REPORTS:

Mr. Straw, High School Principal, shared they are three days away from Christmas Break and that brings much excitement for all the staff and students. At Scottie Break on Tuesday the high school will be doing hot chocolate and cookies for all the kids with Christmas Carols. The PSAT results are back and there were some surprisingly high results. The study table at the High School has been busy, today was the last day before break for study table and it will resume after break to continue support of our students. A student survey has been sent out to all High School Students and it will close tomorrow at 1pm. Enrollment remains steady and basketball is starting off strong. The wrestlers are headed to Tri-State this weekend. Mrs. Keebler asked if the response level to the survey is still low tomorrow can the survey be left open longer. Mr. Straw shared it would be discussed, however, they would like to tabulate results over break.

Mr. Ferney, Middle School Principal, shared the first round of observations are complete and the assessment schedule has been reviewed. The winter dance and activity is on December 19th. The WIAA Give Me 5 Award was given to Taylor Wells and winter sports are wrapping up. Enrollment continues to stay steady. Mrs. Keebler shared she was very impressed by the Middle School Band Concert last night.

Mrs. Phelan, Elementary Principal, shared the School of Distinction Award Ceremony was yesterday at the Educational Service District 101. She shared the plaque that was awarded to the elementary, in addition to a banner to hang in the school. She is working on completing observations this week. New staff was sent to PBIS training this year to ensure we continue the work we are doing and continue to improve. Sue Yandt received a grant from the Retired Educator Association and nine staff members at the Elementary received grants from the PTSG. The enrollment continues to grow at the Elementary. Mr. Fuchs congratulated Mrs. Phelan on the School of Distinction Award.

DEPARTMENT REPORTS:

Marci McGill, Nutrition Services Director, shared she is working on a partnership with Empire Health Foundation to work on scratch cooking for our school district. This spring the menu planning will take place and equipment will be purchased and training will take place over the summer.

Char Trejbal, Transportation Director, shared she will be purchasing fuel in the next week, which will be approximately 10,000 gallons. The drivers Christmas party will be tomorrow morning in the valley.

Everett Combs, Assistant Transportation Director, shared some notes from the last safety meeting. The staff appreciates the announcements for drills rather than the alarm and many other topics such as sun screening and keys have been taken care of. In transportation he shared we have applied for a grant to go towards the purchase of a new bus.

Kirk Lally, Facilities Director, shared we have taken delivery of our new (used) mower that will make mowing much quicker come spring. He and his crew are ready for break and working to coordinate schedules.

Todd Reed, Technology Director, shared we are in the process of changing our lockdown procedures. Our current method is an audible sound but are looking to go towards a voice message that is played in a loop three times, then goes silent until the lockdown is over, at which point another voice message will come on for an all clear. Officer Nye will help us in recording these messages and this will be a good change for our district.

Jody Sweeney, Special Education Director, shared tonight we are recommending two para's for hire in the personnel report. One will replace Pat Lyons and the other to help with some high needs students in the Elementary. The special educational team is also working on contacting families to ensure support that is needed over break is in place, setting students up for success when they come back in January.

Brian Parisotto, Athletic Director/High School Assistant Principal, shared over break we will have a basketball tournament and a basketball tournament. We have over 40 boys out for basketball this year and tomorrow night will be a festive sprit game versus Lakeside, at EWU for anyone who can attend.

SUPERINTENDENTS REPORT:CURRICULUM, INSTRUCTION AND ASSESSMENT:

Dr. Russell shared we are very proud of the Elementary School for winning the School of Distinction award for two consecutive years. Dr. Russell also shared he is impressed with where we are with our teaching and learning for the middle of December. He was able to be at the Middle School Staff meeting and the High School Staff meeting and appreciated all that is being done to help support our students.

SCHOOL SAFETY, CULTURE AND ENVIRONMENT:

Dr. Russell shared the Freeman School District Recovery Team continues to meet once a week and is working on a four part plan. The plan breaks the remainder of the year into four parts and

works on a plan for what is needed in each of these areas. Mr. Reed continues to work on the research that we asked him about, and he has had multiple parties come in to do safety assessments and provide ideas on what we would focus on for safety and security upgrades.

PARTNERING WITH PARENTS AND SCHOOL/COMMUNITY:

Dr. Russell shared today the Hagen Foundation stopped by to present the district with a \$20,000 check to help support the district in recovery. This can be used for things like respite time and needs of the district. The District is partnering with the Inland Northwest Blood Bank for a non-profit event on Friday.

Dr. Russell shared the Levy Flyer and the Levy Fact sheet. We have a two ballot measure coming up on February 13, 2018. We have split our levy into two parts due to new state restrictions on general fund levies which help pay for arts, nurses, fieldtrips and athletics. The capital levy will help pay for the safety and security upgrades, the middle school roof and other technology needs. The current rate for the district levy is approximately \$2.80 per thousand while the projected total of both levies on the ballot is \$2.75 per thousand.

FISCAL AND LEGAL ACCOUNTABILITY:

Dr. Russell reviewed the December enrollment and ending cash balances.

Dr. Russell shared one item we need to think about as a Board is how to handle the increase in enrollment and the additional need for support at the high school, we may be looking at some additional administrative level support as well.

BOARD COMMENTS: Mrs. Keebler shared the distribution committee has met twice and will be meeting again on Monday. They have identified multiple layers of support including the families, the students, the staff and the community.

VISITOR COMMENTS/CONCERNS: Loraine Robinson shared she is a non-voting member on the distribution committee and she did a survey to the staff on what needs were and what success of the distribution committee would look like. Some of the major ideas that came back, were coverage of out of pocket costs for medical and counseling for staff, having community events and working on additional sub coverage to eliminate stress and strain. Dr. Russell thanked Loraine for her work and clear communication to the staff.

Ben Jamison shared he felt the distribution committee has setup good guidelines and a timeline for making decisions on initial distributions.

Jenny Bryant asked about the student survey and suggested perhaps sending a note to the parents to remind them to have their kids do the survey. She also shared the idea to have a video update done around the levy.

NEW BUSINESS

FOREIGN EXCHANGE STUDENT DISCUSSION:

Jenny Bryant shared she has a senior foreign exchange student and she previously has had a sophomore exchange student. This year since she has a senior the thought of graduation came up. The board policy is that foreign exchange students do not participate in the graduation

ceremony although they can participate in all other senior activities. What she has found at other districts is that the students participate in the ceremony even though they do not receive a diploma. Freeman is one of three local districts that does not allow foreign exchange students to walk at graduation. She asked that this be considered as an option for the future.

Dr. Russell shared that as the board considers Mrs. Bryant's request, that any change will require a change to board policy.

BOARD VACANCY INTERVIEWS:

Mr. Fuchs shared former board member Mr. Zingg resigned and tonight they will be performing interviews of the candidates who expressed interest in filling the remainder of the term, Bill Morphy and Jake Tesch.

- Mr. Fuchs asked: There are times when it is necessary to represent the needs of the school and community by taking action that is not popular with the people in attendance and based on information available only to the Board. Please describe how you would address this issue when it arises and how you would handle the confidentiality of this information that is available only to the Board.
 - Mr. Morphy responded, it is important to ensure the entire board is on the same page and ensure all information is handled appropriately.
 - Mr. Tesch responded, confidential information is confidential. What you find is your integrity is important and to ensure only information is shared as it can be. It is important to remind community members to trust those they elected.
- Mr. Campbell asked: What most interests you about serving as a school board member?
 - Mr. Tesch shared it is the service that he is most interested in. He is so thankful for all the district has done for him and his family and would like to give back.
 - Mr. Morphy shared he wants to help. He has such a strong tie to the community and it is a special place. He wants to help the district and use his experience serving on other boards. This district is near and dear to his heart.
- Mr. Cashmere asked: What prior experience does each candidate bring to the board?
 - Mr. Morphy shared he has experience dealing with all types of people and working together as a board, and reaching all types of people in our tight knit community. He shared he could help bring an additional pulse to the board of what's going on across the community.
 - Mr. Tesch shared he has run a company for 22 years and has handled all aspects of that business. He feels very connected to the district through the struggles his family has endured and he learned so much about the inner operations of the district. His service on other boards and the hiring and firing of personnel, he feels he can handle people with tender gloves.
- Mrs. Keebler asked: What do you think are the great characteristics of a board member?

- Mr. Tesch feels the first is the person is beyond reproach and have integrity. The others characteristics include listening, hearing what the community has to say, is interested is what people say and makes people feel as though they are heard. He shared he has had the opportunity to get families together in the community just to listen in the past.
 - Mr. Morphy shared a board member needs to be approachable, be a team player, have a respect for one another and do what is best for the community and the school as a whole.
- Mr. Fuchs asked: What are two things your friends would say about you?
 - Mr. Morphy shared his friends would say he was trustworthy and caring.
 - Mr. Tesch shared he hopes they would say approachability and compassion, he is a person who welcomes others into his space.
- Mr. Campbell asked: If you could change one thing in the Freeman School District, what would it be and why?
 - Mr. Tesch shared he is the wrong guy to ask as his family has been treated so well. But talking with his kids, perhaps a focus of inclusiveness in the student body to remove the number of clicks.
 - Mr. Morphy shared teaching the importance of what community means and the importance of service within the community for all of our students.
- Mr. Cashmere asked: From your perspective over the past few weeks, what are the priorities for the district in the next four years?
 - Mr. Morphy shared the first is the passing of the levies to ensure the financial needs of the district are met. The future focus is how to prepare for the growth and plan for what is needed to ensure we keep providing the high quality education and experience that Freeman currently provides.
 - Mr. Tesch shared with all that has happened this year and the fact that this will not be done this year and the impacts of social media on the school and our students. The board needs to have a focus on educating parents on social media and enrolling the community in learning what happens outside of school hours.
- Mrs. Keebler asked: What do you like to do in your free time?
 - Mr. Tesch shared he is a mechanical nut, he likes vintage sports cars and restores and races. Go fast and take chances.
 - Mr. Morphy shared he mountain bikes, dirt bikes, camping, basically anything outdoors and his time coaching the boy's sports.

- Mr. Fuchs asked: What is your biggest weakness and what is your biggest strength?
 - Mr. Morphy shared his strength is he is trustworthy and organized and is always one to get things done. His weakness is he is not a very patient person, although his kids are teaching him more patience.
 - Mr. Tesch shared his strength is that he gets things done, if he sets his mind to it, it gets done. His weakness is he is attention deficit. He often starts many tasks at once and can dilute his priorities.
- Mr. Campbell asked: Being a school board member is a volunteer position that can require you to attend meetings during the day, conference calls and events. How available are you when it comes to meeting the governance of the District?
 - Mr. Tesch shared since he is self-employed and he has been at it for many years, he is very available and his schedule is very flexible.
 - Mr. Morphy shared he sets his own schedule for the most part. He lives by his calendar and he can rearrange his calendar around priorities.

The Board thanked both candidates for their willingness to be here and go through this process for a volunteer position.

OTHER INFORMATION:

- Future Board Meeting Schedule

PERSONNEL:

The administration recommends the following personnel action to the Board of Directors of Freeman School District No. 358 for November 29, 2017.

Certified: Substitute Teacher – Don Jaspers

Classified: Jeff Patterson – Retiree – Elementary Day Custodian
Tressa Breeden – New Hire – HS SpEd Para Educator
Julie Nelson – New Hire – Elem SpEd Para Educator

Mr. Campbell moved the Board approve the personnel report as presented. Mr. Cashmere seconded the motion, and it passed unanimously.

EXECUTIVE SESSION:

The Board went into executive session at 7:42 p.m. for the purpose set forth in RCW 42.30.110, specifically the following: to evaluate a public employee (new board member appointment), such session estimated to be approximately 60 minutes in length. The Board returned to open session at 8:38 p.m.

Travis Campbell made a motion to appoint Bill Morphy into the vacant board position, replacing Mr. Zingg. Mr. Cashmere seconded the motion, and it passed unanimously.

ADJOURNMENT: The meeting adjourned at 8:39 p.m. with no further action.

Recording Secretary

Board Secretary

Board Chair