

BOARD MEETING MINUTES
FREEMAN SCHOOL DISTRICT NO. 358
AUGUST 26, 2021

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, Neil Fuchs, Bill Morphy (virtually), Ed Cashmere, Randy Russell and Brendon Myers were present.

GUESTS: Debbie Morphy, Jeff Smith, Chad Ripke, Jim Straw, Lisa Phelan, Jody Sweeney, Char Trejbal, Everett Combs, Kirk Lally, Todd Reed, Kent Bevers, Danielle Santman, Annie Murphey, Micky Utter, Jess Stauffenbael, Dustin Taylor, Robert Hodl, Jimmy Brown, Kjersti Collins, Jenn Baumgartner, Anne-Marie Grover, Cheryl Dietrich, Kristin Primmer, Brooke Hames, Echo Thompson, Justin Dawe, Tara Dawe, Alicia Dohrmann, Amy Saroff, Joe Saroff, Angelique Bazar, Brian Bazar, Kelly Hicks, Crystal Cochran, Becky Hernandez, Jessica Gilrein, Jeff Jurgensen, Phil Johnson, Randy Franz, Laura Franz, Robin Gregory, Cory Dunbar, Jaymi Dunbar, Christina Thosath, Robert Leach, David Hoyer, Autumn Hoyer, Ian Newcomb, Josh Sutherland, and Gretchen Sutherland.

FLAG SALUTE: Lisa Phelan led us in the flag salute.

CONSENT AGENDA:

June 24th, 2021 Board Minutes	
July Mid-Month AP - 117622-117624, 117621	\$ 38,700.79
July General Fund AP - 117639-117710, 117714	\$191,167.48
July ASB Fund AP - 117628-117638	\$ 12,685.93
July CPF AP - 117711-117713	\$ 16,934.55
July Accounts Payable Direct Deposits	\$ 9,473.66
July Payroll - 117625-117627	\$818,419.32
Budget Status and Treasurer's Report	

Neil Fuchs moved the Board approve the July consent agenda as presented. Ed Cashmere seconded the motion and it passed unanimously.

July 8th, 2021 Board Minutes	
August Mid-Month AP - 117731-117732	\$ 32,032.40
August General Fund AP - 117737-117789	\$313,443.80
August ASB Fund AP - 117793-117795	\$ 8,482.83
August CPF AP - 117790-117792	\$ 24,228.26
August Accounts Payable Direct Deposits	\$ 5,288.01
August Payroll - 117733-117736	\$778,404.71
Budget Status and Treasurer's Report	

Ed Cashmere moved the Board approve the August consent agenda as presented. Neil Fuchs seconded the motion and it passed unanimously.

PACE CHARACTER TRAIT:

GRATITUDE - Feeling and expressing thankful appreciation for benefits received.

CORRESPONDENCE:

- Freeman FOCUS Newsletter
- Late Start/Upcoming Events postcard
- InVestED – Non-profit organization supporting schools – Donated \$6,330.00 to Freeman last year.

BUILDING REPORTS:

Lisa Phelan, Elementary Principal, reports:

Overview

- FES is working on wrapping up the movement throughout the building.
- Mr. Allen organized an excellent orientation for all new staff.

- Enrollment continues to climb with new registrations (ended Last June with 315)

Areas of Focus

- Instruction: AVID (Advancement via Individual Determination), SEL (Social Emotional Learning) and Equity
- Grades 4 & 5, along with support staff, were AVID trained in mid-August.

Enrollment

K-56, 1-46, 2-52, 3-57, 4-60, 5-65 = 336 total

Jim Straw, Middle School Principal, reports:

Overview

- At FMS, we are excited to serve our students with an in-person model beginning September 1st.
- The Maintenance and custodial staff have done a great job preparing the building.
- The teachers and para-educators are busy preparing their rooms and lessons for a great start!

Areas of Focus

- ASB Officers conducted student tours for 12 new incoming middle schoolers and their families.
- Around 42 staff members participated in AVID training this summer and are excited to implement the teaching strategies in organization, critical thinking and collaboration school-wide.

Enrollment

6-65, 7-85, 8-83 = 233 total

Jeff Smith, High School Principal, reports:

Overview

- We are eagerly preparing for the start of a new school year – one with students in attendance from day one!

Areas of Focus

- Jeff & Chad are looking, listening and learning
- The ASB is actively planning a 9th grade/new student orientation; designed a new t-shirt for all students in the high school.
- All new staff members have been working hard getting their rooms ready.
- The master schedule is close to completion
- Immediate Focus: creating a culture with experienced and new staff – building a sense of team.

Enrollment

9-85, 10-72, 11-77, 12-71 = 305 total

Chad Ripke, Dean of Students/Athletic Director, reports:

- Coaches are completing on-lines clinics & conducting pre-season program meetings.
- Attending WIAA AD & NEA League meetings.
- Athletes are completing their ImPACT concussion testing.
- Fields and gyms are ready.
- 7-12 grade athlete parent meeting was Wednesday, August 25th
- Football jamboree at Reardan – 8/27/21 @ 5:00 pm
- A few coaching opportunities are posted.
- The ASB Golf Tournament Fund Raiser raised almost \$19,000

DEPARTMENT REPORTS:

Jody Sweeney, School Psych/SpEd Director, reports:

Overview

- Excited to works with new Freeman employees across the district.

Areas of Focus

- Two days of SpEd training which included IEP Measureable Goals training and AVID organization, collaboration, growth mindset and reading strategies. One day was SpEd teachers and the second day included para-educators.
- Excited to see our existing students and all of our new students in the district.

Enrollment

119 students in Special Education at this time

Char Trejbal, Transportation Supervisor, reports:

- Routes are being finalized – Drivers checking drive times and stops for accuracy; calling parent with stop times and locations.
- Possibility of adding 1 or 2 routes to alleviate student loads.
- Always needing additional drivers
- New buses scheduled to arrive in November

Todd Reed, Technology Director, reports:

- No projects or major overhauls this summer.
- Working with staff on room changes/relocations and moving technology appropriately.
- Setting up new staff for success meeting their technology needs.

Kent Bevers, Nutrition Services Director, reports:

1. Learn successful change management strategies
 - Supply chain shortages will likely be an issue this year, so menu and staff flexibility will be the name of the game.
 - There are currently efforts at the state level to request flexibilities in procurement and meal pattern requirements to help with the ongoing pandemic situation.
2. Grow collaboration and ownership
 - Continue working and communicating with, and establishing relationship with kitchen staff.
5. Empathy, self-care and team building
 - Nutrition Services Staff opening meeting scheduled for 08/30/21
6. Engage students, staff and community
 - Menus, flyers and F/R Price Meal Applications prepared for Meet & Greet
 - Ice Cream Social
7. Elevate learning opportunities and success for all students
 - Operating under Seamless Summer Option this year, all students eligible for free breakfast and lunch.

Kent's number 8: Make sure you're not costing the district a bunch of money

- Will keep an eye on the budget, with Brendon's help. We are getting a higher reimbursement rate for meals under SSO, but with supply chain shortages, cost of supplies will also likely be higher.

Everett Combs, Mechanic/Asst. Transportation Supervisor, reports:

- With Todd's help, changes to the Emergency Procedure Manuals are complete – Lockouts are now "Secure and Teach." Changes to the manual will be distributed to staff
- New employee safety orientation was conducted this morning.

Kirk Lally, Maintenance/Grounds Supervisor, reports:

2. Grow Collaboration & Ownership
 - Drain ditch has been installed on the lower softball field.
 - Parking lots are sealed and striped (selected areas)
 - Grounds will be aerated and fertilized within the next 2 weeks.
 - Annual fire systems have been tested.
 - Working with Chad on Fall sport's needs.
7. Elevate Learning Opportunities and Success for all Students
 - Custodial are busy finishing buildings and last minute changes.
 - Custodians have gone back to normal working hours.
 - Finalizing and prepping for Monday meetings and Meet & Greet/Orientation.
 -

SUPERINTENDENT'S REPORT

- OAC/ALSC Update – Ken Murphy, Phil Johnson & Jeff Jurgensen gave an update on the HVAC project to include a timeline and survey & study. We've applied for a state grant to be used towards a facilities evaluation. Needs for the next 5 – 10 years were discussed keeping the long term plan in mind to include gym space, art, music, and portables. A master plan for the middle school is in the works for new gym space and old gym space converted to education space is currently being reviewed.

Learn Successful Change Management Strategies:

Grow Collaboration and Ownership:

- The Board and Leadership Team spent time at the work session getting ready for the coming year with a focus to continue to lead in a changing environment.
- Some of the money in the reserve fund will be spent on curriculum for the upcoming school year.
- Our annual audit is completed.

Re-imagine Equitable Learning Systems:

Communicate Well in Crisis:

- Return to School – All staff will be on campus Monday. There will be a modified open house Monday evening which has been broken up into sections.
- We are excited to have all students back on campus. There could be a few concerns regarding transportation
- COVID Update – Vaccinations or exemptions will be a requirement for employment. Masks are also a requirement. We don't want to wear masks but will do it to get kids back on campus. Putting our personal feelings aside, the board and superintendent have taken an oath to serve kids, uphold the constitution and follow the law. We will work with families and staff but we are committed to getting students back. We will work to get where we want to be and be optimistic.

Empathy, Self-Care and Team Building:

Engage Students, Staff and Community:

- Thank you Annie and Danielle for taking the time to share your day with the Board and Leadership Team.

Elevate Learning Opportunities and Success for All Students:

BOARD COMMENTS: Board member, Ed Cashmere, appreciated the time spent with the highly functioning/high performance leadership team and board in leadership training during the board work session today. Grateful to have students back on campus. Keep up the good work.

VISITORS COMMENTS & CONCERNS:

Five community members voiced concerns to the board regarding masks.

NEW BUSINESS

APPROVAL OF PSE CONTRACT:

Neil Fuchs moved the Board approve the PSE Collective Bargaining Agreement, as presented. Ed Cashmere seconded the motion and it passed unanimously.

APPROVAL OF FEA CONTRACT:

Ed Cashmere moved the Board approve the FEA Collective Bargaining Agreement, as presented. Neil Fuchs seconded the motion and it passed unanimously.

BOARD VACANCY INTERVIEWS:

Board Chair, Annie Keebler, thanked the candidates for volunteering their time to interview for the board vacancy. Annie Murphey and Danielle Santman answered several questions asked by the board.

OTHER INFORMATION:

The next regular board meeting is scheduled for Thursday, September 9th, 2021, at 6:00 pm in the K-8 MPR.

PERSONNEL ACTION:

Certified: Sara Oppliger – Speech-Language Pathologist
Colton Orrino – HS CTE Ag-Science/FFA Teacher – Non-continuing
Kaela Holm – HS Guidance Counselor
Ashley Bendele – MS Math Teacher
Josie Marro – HS ELA/CTE Teacher
Madison Bisset – MS ELA Teacher - .6 FTE
Elizabeth Nelson – Resignation
Annette Pare – Resignation
Alicia Thompson – 5th Grade Teacher – Non-continuing

Classified: Katrina McLuskie – Resignation – Elementary Secretary
Miranda Tee – Para-Educator

Extracurricular: Mallory McDonald – HS Head Cross Country Coach
Reece Carman – HS JV Volleyball Coach

Neil Fuchs moved the Board approve the personnel action as presented. Ed Cashmere seconded the motion, and it passed unanimously.

EXECUTIVE SESSION:

The board moved into executive session at 7:54 pm for the purpose set forth in RCW 42.30.110, specifically the following: to evaluate a public employee (school board vacancy). Such session is estimated to be approximately 30 minutes in length. Annie Keebler stated there is action anticipated after the session.

The Board returned to open session at 8:26 pm. Neil Fuchs moved the Board approve Danielle Santman to fill the vacant school board opening. Ed Cashmere seconded the motion and it passed unanimously.

ADJOURNMENT: The board meeting adjourned at 8:27pm with no further action.

Recording Secretary

Board Secretary

Board Chair