



Spokane International Academy

Monthly Board Meeting

October

Published on October 20, 2025 at 8:48 AM PDT

Date and Time

Wednesday October 22, 2025 at 4:30 PM PDT

Location

Spokane International Academy, Media Center
777 E Magnesium Rd. Spokane, WA 99208

Agenda

	Purpose	Presenter	Time
I. Opening Items			4:30 PM
A. Record Attendance		Cassie Anderson	3 m
B. Call the Meeting to Order		Cassie Anderson	1 m
II. Consent Agenda			4:34 PM

The purpose of the Consent Agenda is to act upon routine matters in an expeditious manner. Items placed on the Consent Agenda as determined by the Chair, in cooperation with the HOS, are those that are considered common to the operation of the Board and normally require no special board discussion or debate. A board member may request that

	Purpose	Presenter	Time
any item on the Consent Agenda be removed and inserted at an appropriate place on the regular agenda. Items on the Consent Agenda for this meeting include:			
• Approval of minutes from a previous meeting • Approval of monthly financial statements • Acknowledgement of monthly enrollment reports, if any • Approval of updated school policies and/or procedures, if any			
A. September Minutes	Approve Minutes		2 m
B. September Financials			2 m
C. Policy 4260/4260P - Use of School Facilities			2 m
D. Approve Consent Agenda Items	Vote	Cassie Anderson	1 m
III. Public Comment			
IV. Enrollment Update			4:41 PM
A. Enrollment Report	Discuss	Morgen R Flowers-Washington	5 m
V. Students' Academic Update			4:46 PM
A. Fall MAP	Discuss	Caryn McGee	10 m
VI. Head of School Items			4:56 PM
A. October HOS Update	Discuss	Morgen Flowers-Washington	10 m
The floor is open for questions, if any.			
B. 25-26 School Calendar	FYI	Morgen Flowers-Washington	2 m

https://docs.google.com/spreadsheets/d/1ZvpmVH_zj4FTSD9pB-H8MijUbvvotQkwKtTS_Qmox1c/edit?usp=sharing

	Purpose	Presenter	Time
VII. Governance			5:08 PM
A. Reminder: Board Compliance Requirements: Board & Administrative Staff Training Board and Administrative Staff Training RCW 28A.710.030, 42.30 & 42.56 Due October 31, 2025 The school shall comply with RCW 42.30 and 42.56, as well as the 2023 updates to RCW 28A.710.030. All administrative staff and board members shall complete the required training. Schools must collect evidence of all Board Members and Administrative Staff completing annual training to support the effective operation & oversight of the charter school within 90 days of active membership (or of employment, for staff): • Open Public Meetings Act - Office of the Attorney General - Open Government Training • Public Records Act - Office of the Attorney General - Open Government Training • Compliance with requirements governing employment of properly credentialed instructional staff (VIDEO and Completion Survey) • Permitted use of public funds (VIDEO, Presentation Slides, Completion Survey) Certificates from training should be filed so as to be immediately available to Commission or other state agencies as requested.	Discuss	Cassie Anderson	5 m
B. Board Commitment Form	Discuss	Cassie Anderson	5 m
C. Board Committees • Governance • Finance • Diversity, Equity, and Inclusion • Development and Foundation Committee • Academic Excellence • Facilities	Discuss	Cassie Anderson	5 m

VIII. Other Business

	Purpose	Presenter	Time
IX. Closing Items			5:23 PM
A. Adjourn Meeting	Vote	Cassie Anderson	2 m

Coversheet

September Minutes

Section:	II. Consent Agenda
Item:	A. September Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Monthly Board Meeting on September 24, 2025



Spokane International Academy

Minutes

Monthly Board Meeting

September

Date and Time

Wednesday September 24, 2025 at 4:30 PM

Location

Spokane International Academy, Media Center
777 E Magnesium Rd, Spokane, WA 99208

Directors Present

Ashlee Lent (remote), Cassie Anderson (remote), Charina Carothers (remote), David James (remote), Guillermo Espinosa, Javier Medina, Ron Poplawski

Directors Absent

Bob Castle, John Pell, Maureen Rosette

Directors who left before the meeting adjourned

Charina Carothers

Guests Present

Chandalee Wood, Mathias Sanders, Morgen Flowers-Washington (remote), Myra Keast, Sam Schweda, Seth Bilesky

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

Cassie Anderson called a meeting of the board of directors of Spokane International Academy to order on Wednesday Sep 24, 2025 at 4:37 PM.

II. Consent Agenda

A. Approve Minutes

Ron Poplawski made a motion to approve the minutes from August Meeting and Annual Retreat on 08-15-25.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. August Financials

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. July Financials

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. School Specific Goals

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

E. Policy 2161P

This is a new Policy for SIA.

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

F. Policy 2410/2410P

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

- Amend the policy regarding the combined annual coverage that students are permitted to enroll between the high school and the college from 1.2 FTE to 1.4 FTE.

The board **VOTED** unanimously to approve the motion.

G. Policy 3143

- Morgen Flowers-Washington will confirm the validity of the information stated in the policy regarding juvenile programs with OSPI.

H. Policy 3210

This policy is being updated to conform to the model policy.

Ron Poplawski made a motion to approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

I. Updated Student & Family Handbook

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

J. Updated Staff Handbook

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

K. PE Waiver

Ron Poplawski made a motion to Approve the Consent Agenda.

Guillermo Espinosa seconded the motion.

The board **VOTED** unanimously to approve the motion.

III. Enrollment Update

A. Enrollment Report

- September Enrollment Headcount - 858; reflects the total number of students enrolled

- September Enrollment Full Time Equivalent (FTE) - 848; FTE reflects the numbers for funding and reporting
- Headcount and FTE do not equal the same number due to some high school students attending Running Start and the Skills Center; students are not in the building physically
- New students start 2x a month and typically start on a Tuesday.
- A more accurate enrollment report will be provided in October
- SIA is budgeted at 851 students; as long as enrollment stays over 851

IV. Hiring Update

A. Family and Community Organizer

Hiring update and positions available:

- Hired a Math Interventionist today.
- Community and Family Organizer
 - This role is funded by the Gates Foundation
 - Job posting on the school website and social media
 - Will close on Friday, and interviews start
- Two additional Instructional Assistants

V. Head of School Items

A. Head of School Goals

Morgen presented a brief description of each goal.

Goal 1: Build Systems for Data-Driven Decision Making

SIA received a grant to implement a Data Dashboard. To facilitate the creation and implementation of a School Data Dashboard to monitor key academic, cultural, enrollment, and financial metrics.

Goal 2: Develop a Succession and Continuity Plan

Design and document a Succession Plan outlining responsibilities, interim leadership structures, and continuity protocols in the event of leadership transition. Note that this school year is Morgen's last year as HOS, unless renewed by the Board.

Goal 3: Ensure Adherence to ARCs and EOY Academic & Organizational Goals

Oversee the full ARC cadence and EOY Goals (Academic, Culture & Belonging, Collective Efficacy, and Organization) by ensuring structures for measurement, accountability, and reporting are followed consistently.

Goal 4: Ensure Enrollment Stability and Fiscal Responsibility

Safeguard enrollment and financial sustainability through transparent practices and careful monitoring.

Goal 5: Explore the Feasibility of Expansion for Middle and High School

Lead a feasibility study to determine opportunities for expanding middle and high school programming.

Javier Medina made a motion to approve HOS Goals.

Charina Carothers seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. End of Year Goals/ARC 1 Work

- Currently at ARC 1 through October 17th.
- The expansion discussed in the HOS Goals is not part of ARC. Morgen will conduct a feasibility study first.
- Morgen will provide a report on the Measures of Academic Progress (MAP) at the October meeting.
- Smarter Balanced Assessment (SBA) will be administered in May.

C. September Update

The Board did not have any questions.

D. Charter Renewal Update

Great news! SIA has been granted a 5-year renewal with no conditions by the WA Charter Commission.

E. Excellent Schools of Washington (EWSA) Schools Showcase

ESWA will visit SIA on September 29th. There will be a school tour, a student panel, and a pop-in at several classrooms. Ron Poplawski will attend. Cassie Anderson encourages one more Board member to attend.

F. 25-26 School Calendar

FYI - Board's open invitation to attend any event at school.

Shout out to Guillermo for attending the Open House.

VI. Governance

A. Board Compliance Requirements: Board & Administrative Staff Training

- Due October 31st
- Email the certificate of completion to Myra Keast and Cassie Anderson

B. Board Compliance Requirements: Annual F1 Personal Disclosure Statement Attestation

New members will file as soon as possible. Proof of filing is automatic.

C. Board Commitment Form

D. Board Committees & Sign Up

The signup form was emailed to all Board members. Ideally, Board members are encouraged to sign up for at least two committees.

Cassie would like to have committees formed by October 15th and ready for the October meeting.

VII. Other Business

A. Review of the Board Retreat

How to utilize the work at the retreat for this year's Board?

- Team Building (use in committees)
- For new board members, it was a great opportunity to meet the admin team and learn about SIA
- Thoughts and conversation on how to focus on the mission as we grow
- Showing up in person for board meetings

- Create community service opportunities for students (2nd Saturday per month in the cafeteria, starting on Oct 11)

B. 23/24 Audit

Sam Schweda reported that the 23/24 Audit was a clean audit, with one minor entry error. This has been corrected.

Ashlee Lent made a motion to approve the publishing 23/24 audit.

Javier Medina seconded the motion.

Before adjournment, Guillermo Espinosa shared his interaction with one parent during the Open House. The parent expressed her concerns about the dress code policy, particularly the hair policy. An invitation was extended to attend today's Board meeting; however, the parent is not in attendance today.

The board **VOTED** unanimously to approve the motion.

Charina Carothers left at 5:30 PM.

VIII. 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 5:34 PM.

Respectfully Submitted,
Guillermo Espinosa

Documents used during the meeting

- Enrollment 9-25.pdf
- Head of School Goals 25-26.pdf

Coversheet

September Financials

Section:	II. Consent Agenda
Item:	B. September Financials
Purpose:	
Submitted by:	
Related Material:	Additional_notes_for_AP_Payroll-September.xlsx Sep_mid_AP_2025.pdf Sep_EOM_AP_2025_ASB.pdf Sep_EOM_AP_2025-VD_single_check.pdf Sep_EOM_AP_2025.pdf Sep_EOM_AP_2025-RI_checks.pdf Wire_register_09.25.pdf Sep_Payroll_2025.pdf Sept._2025_Budget_Status_Report.pdf CF25.26.xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

Additional_notes_for_AP_Payroll-September.xlsx

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 22, 2025, the board, by a _____ vote, approves payments, totaling \$48,113.02. The payments are further identified in this document.

Total by Payment Type for Cash Account, UMPQUA BANK:
Warrant Numbers 20273 through 20303, totaling \$48,113.02

Secretary _____

Board Member _____

Board Member _____

Board Member _____

Board Member _____

Check Nbr	Vendor Name	Check Date	Check Amount
20273	ACOSTA, STEVEN	09/15/2025	252.00
20274	AMAZON CAPITAL SERVICES	09/15/2025	9,374.73
20275	BROWN, BRIANNA	09/15/2025	109.78
20276	CITY OF SPOKANE	09/15/2025	3,140.26
20277	CITY OF SPOKANE	09/15/2025	367.40
20278	COMCAST BUSINESS	09/15/2025	387.17
20279	CONTINUUM OFFICE ENVIRONMENTS,	09/15/2025	389.86
20280	DE LAGE LANDEN FINANCIAL SERVI	09/15/2025	1,217.33
20281	DEPARTMENT OF HEALTH	09/15/2025	260.00
20282	EDLER, ZACHERY	09/15/2025	105.00
20283	EMBROIDERED SPORTSWEAR, INC	09/15/2025	8,117.85
20284	INTOUCH RECEIPTING	09/15/2025	614.23
20285	KEAST, MYRA	09/15/2025	23.35
20286	LEAF CAPITAL FUNDING, LLC.	09/15/2025	54.28
20287	LHS ASB	09/15/2025	150.00
20288	MAGNESIUM VILLAGE APARTMENTS	09/15/2025	885.35
20289	MARLIN WINDOWS INC	09/15/2025	986.43
20290	MOON SECURITY SERVICE INC	09/15/2025	166.07
20291	NOLEN, SHARI	09/15/2025	73.91
20292	PRO MECHANICAL SERVICES, INC	09/15/2025	1,689.45
20293	REYES SERRANO, WALTER SAUL	09/15/2025	56.92
20294	SANDERS, MATHIAS	09/15/2025	109.90
20295	SCHOOLMINT INC	09/15/2025	11,111.84
20296	SEA SENSE LEARNING LLC	09/15/2025	254.88
20297	SHADLE PARK HIGH SCHOOL CROSS	09/15/2025	200.00
20298	SPOKANE REGIONAL HEALTH DISTRI	09/15/2025	850.00
20299	SPOKANE REGIONAL HEALTH DISTRI	09/15/2025	300.00
20300	STAPLES ADVANTAGE	09/15/2025	3,237.86
20301	VALLEY CHRISTIAN SCHOOL-XC JAM	09/15/2025	130.00
20302	WATER WALKERS INC. DBA HEALTH-	09/15/2025	997.17
20303	WORLD RELIEF SPOKANE	09/15/2025	2,500.00

Check Nbr	Vendor Name	Check Date	Check Amount
31	Computer	Check(s) For a Total of	48,113.02

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	31	Computer	Checks For a Total of	48,113.02
Total For	31	Manual, Wire Tran, ACH & Computer Checks		48,113.02
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		48,113.02

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As of October 22, 2025, the board, by a _____ vote, approves payments, totaling \$29.00. The payments are further identified in this document.

Total by Payment Type for Cash Account, UMPQUA BANK:
Warrant Numbers 20328 through 20328, totaling \$29.00

Secretary _____	Board Member _____
Board Member _____	Board Member _____
Board Member _____	Board Member _____

Check Nbr	Vendor Name	Check Date	Check Amount
20328	MALYSHEVA, ELENA	09/30/2025	29.00
1	Computer	Check(s) For a Total of	29.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	29.00
Total For	1	Manual, Wire Tran, ACH & Computer Checks		29.00
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		29.00

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 22, 2025, the board, by a _____ vote, approves payments, totaling \$0.00, and voids/cancellations, totaling \$1,474.38. The payments and voids are further identified in this document.

Total by Payment Type for Cash Account, UMPQUA BANK:
Voids/Cancellations, totaling \$1,474.38

Secretary _____	Board Member _____
Board Member _____	Board Member _____
Board Member _____	Board Member _____

Check Nbr	Vendor Name	Check Date	Check Amount
20347	GOJOE PATROL INC	09/30/2025	1,474.38
1	Void	Check(s) For a Total of	1,474.38

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	0	Computer	Checks For a Total of	0.00
Total For	0	Manual, Wire Tran, ACH & Computer Checks		0.00
Less	1	Voided	Checks For a Total of	1,474.38
		Net Amount		-1,474.38

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 22, 2025, the board, by a _____ vote, approves payments, totaling \$254,707.80. The payments are further identified in this document.

Total by Payment Type for Cash Account, UMPQUA BANK:
Warrant Numbers 20329 through 20379, totaling \$254,707.80

Secretary _____	Board Member _____
Board Member _____	Board Member _____
Board Member _____	Board Member _____

Check Nbr	Vendor Name	Check Date	Check Amount
20329	AMAZON CAPITAL SERVICES	09/30/2025	17,295.10
20330	ATS INLAND NW, LLC	09/30/2025	465.42
20331	AUTO-CHLOR SYSTEM	09/30/2025	355.94
20332	Avista	09/30/2025	18,307.90
20333	BOARDONTRACK	09/30/2025	13,595.00
20334	BRAUN, RODNEY	09/30/2025	3,412.50
20335	CENTURYLINK	09/30/2025	268.57
20336	CHARLIE'S PRODUCE	09/30/2025	2,918.00
20337	CHEMSEARCHFE	09/30/2025	1,021.34
20338	CHENEY HIGH SCHOOL	09/30/2025	200.00
20339	COMPREHENSIBLE CLASSROOM LLC	09/30/2025	1,350.00
20340	DCSC	09/30/2025	6,000.00
20341	EDNETICS NETWORK	09/30/2025	10,581.32
20342	EIDE BAILLY LLP	09/30/2025	24,704.40
20343	EXPRESS SERVICE, INC.	09/30/2025	1,121.64
20344	FATBEAM LLC	09/30/2025	1,390.00
20345	FIKES NORTHWEST, CORP	09/30/2025	2,403.85
20346	FLINN SCIENTIFIC, INC.	09/30/2025	1,008.19
20347	GOJOE PATROL INC	09/30/2025	1,474.38
20348	GOLD STAR FOODS OF IDAHO, INC	09/30/2025	40,863.14
20349	GREAT MINDS PBC	09/30/2025	23,684.07
20350	GREENSCAPE	09/30/2025	1,533.96
20351	JJ AND ME, INC.	09/30/2025	200.00
20352	LEVEL DATA, LLC	09/30/2025	6,865.74
20353	LEXIA LEARNING SYSTEMS LLC	09/30/2025	12,055.55
20354	LIVE LIFTED LLC	09/30/2025	338.17
20355	MIND EDUCATION	09/30/2025	13,092.00
20356	NIMBLE HIRING, PBC	09/30/2025	6,070.00
20357	ONE CIRCLE FOUNDATION	09/30/2025	1,607.10
20358	PEACEFUL PLAYGROUNDS, INC	09/30/2025	1,147.99
20359	PRO MECHANICAL SERVICES, INC	09/30/2025	289.88
20360	PROFESSIONAL SPORTS PUBLICATIO	09/30/2025	1,580.00
20361	ROYAL BUSINESS SYSTEMS, INC	09/30/2025	937.62

Check Nbr	Vendor Name	Check Date	Check Amount
20362	SAVVAS LEARNING COMPANY LLC	09/30/2025	109.10
20363	SCHOOL SPECIALTY, LLC.	09/30/2025	7,998.16
20364	SONOVA USA INC	09/30/2025	3,417.63
20365	SPRAGUE PEST SOLUTIONS	09/30/2025	326.73
20366	STATS MEDIC LLC	09/30/2025	225.00
20367	SWANSON'S REFRIGERATION AND RE	09/30/2025	3,527.46
20368	TCI	09/30/2025	3,375.00
20369	THE ZONES OF REGULATION, INC.	09/30/2025	240.00
20370	TK ELEVATOR CORPORATION	09/30/2025	1,357.58
20371	TRUE MEASURE COLLABORATIVE	09/30/2025	8,000.00
20372	URM	09/30/2025	666.60
20373	VENTRIS LEARNING LLC	09/30/2025	250.93
20374	WEST MUSIC	09/30/2025	670.79
20375	WHITWORTH UNIVERSITY	09/30/2025	2,960.00
20376	WSIPC	09/30/2025	1,579.10
20377	WSPA	09/30/2025	350.00
20378	YMCA CAMP REED	09/30/2025	1,440.00
20379	ZOOM VIDEO COMMUNICATIONS INC.	09/30/2025	74.95
51	Computer	Check(s) For a Total of	254,707.80

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	51	Computer	Checks For a Total of	254,707.80
Total For	51	Manual, Wire Tran, ACH & Computer Checks		254,707.80
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		254,707.80

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of October 22, 2025, the board, by a _____ vote, approves payments, totaling \$1,474.38. The payments are further identified in this document.

Total by Payment Type for Cash Account, UMPQUA BANK:
Warrant Numbers 20380 through 20381, totaling \$1,474.38

Secretary _____	Board Member _____
Board Member _____	Board Member _____
Board Member _____	Board Member _____

Check Nbr	Vendor Name	Check Date	Check Amount
20380	GOJOE PATROL INC	09/30/2025	968.40
20381	GOLD STAR FOODS OF IDAHO, INC	09/30/2025	505.98
2	Computer	Check(s) For a Total of	1,474.38

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	2	Computer	Checks For a Total of	1,474.38
Total For	2	Manual, Wire Tran, ACH & Computer Checks		1,474.38
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		1,474.38

The following vouchers, as audited and certified by the Auditing Officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board. As of October 22, 2025 the board, by a _____ vote, approves payments, totaling \$10,806.37. The payments are further identified in this document. Total by Payment Type for Private/Public Account, Columbia BANK: Wire/ACH payments totaling \$10,806.37.

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Type	Vendor Name		Date	Amount
ACH	Umpqua Credit Card	August Statement	9/15/2025	\$ 10,806.37

1 ACH/Wire For a Total of \$ 10,806.37

Payments have been audited and certified by the Auditing Officer as required by RCW 42.24.080, and those payments have been recorded on a listing which has been made available to the board.

As of October 22, 2025, the board, by a _____ vote, does approve for payment those checks (warrants) included in the following list and further described as follows: SIA PUBLIC FUNDS ACCT (AP) - UMPQUA BANK Check Number 20304 through 20322 and for payment those Direct Deposits included in the following list and further described as follows: SIA PUBLIC FUNDS ACCT (AP) - UMPQUA BANK Direct Deposit Number 900007989 through 900008085 in the total amount of \$853,603.83.

Secretary _____ Board Member _____
Board Member _____ Board Member _____
Board Member _____ Board Member _____

						RETIRE
PAY	DESCRIPTION	COUNT	FACTOR	HOURS	GROSS	HOURS
CAPR3	ASSOCIATE PR	3	2.0000		21,888.09	336.00
CASP3	ADMIN OFFICE	1	1.0000		4,587.90	168.00
CCFO3	CHIEF FIN OFF	1	1.0000		11,777.09	168.00
CCOU3	COUNSELOR	5	3.0000		17,325.00	648.00
CCUS4	FACILITIES	7	6.0000		21,072.02	1008.00
CDOP3	DIR OF OPS	6	2.0000		13,708.34	336.00
CDSS3	DIR OF SPECIAL	7	3.0000		28,177.39	420.00
CIA3	INST AIDE	82	26.0000		63,227.01	4882.50
CINT3	INT COACH	3	3.0000		18,307.93	648.00
CKIT4	KITCHEN MGR	1	1.0000		3,126.04	208.00
CKTA4	KITCHEN ASSIST	3	3.0000		7,213.08	624.00
CLGY5	LONGEVITY	32	31.0000		9,250.03	
CMGF3	MANAGER FINANCE	1	1.0000		5,049.80	168.00
CMGH3	HR SPECIALIST	1	1.0000		4,610.20	168.00
CNUR3	NURSE	3	1.0000		5,202.12	288.00
COFF3	OFFICE ASSIST	13	4.0000		12,339.87	1032.00
CSUP3	SUPERINTENDENT	4	1.0000		15,416.67	168.00
CTC13	TEACHER	136	55.0000		325,696.28	11688.00
CTSU3	BLDG SUB	6	2.0000		5,842.51	424.00
LWOP3	LWOP	5		-13.5000	-274.37	-13.50
SUP15	SUPPLEMENTAL	20	71.0000		4,250.00	
SUP25	SUPPLEMENTAL	1	1.5000		37.50	
TIA3	INST AIDE	7		16.0000	335.92	16.00
TIAS3	INST AIDE-S	3		26.0000	650.00	26.10
TKIT4	KITCHEN MGR	1		120.0000	2,774.40	120.00
REPORT TOTAL		352	219.5000	148.5000	601,590.82	23531.10

CHECK DATE: 09/30/2025 PERIOD ENDING DATE: 09/30/2025

HR\PA\CP\PE - 748 - Board

CODE	DESCRIPTION	CATEGORY	COUNT	AMOUNT
1FIC	FICA	FICA	352	36,541.73
1FIT	FED INC TAX	FEDERAL TAX	352	39,894.18
1FIT+	FIT ADD AMT	FEDERAL TAX	63	4,689.00
1MED	MEDICARE	MEDICARE	352	8,546.05
1PFML	WA PAID FML	PFML	352	3,958.45
1ReE0	SERS PLAN 0	RETIREMENT	1	
1ReE2	SERS PLAN 2	RETIREMENT	124	7,552.88
1ReE3	SERS PLAN 3	RETIREMENT	30	2,502.90
1ReT0	TRS PLAN 0	RETIREMENT	15	
1ReT2	TRS 2	RETIREMENT	139	16,829.31
1ReT3	TRS PLAN 3	RETIREMENT	93	14,967.50
1WC	WORKERS' COMP	WORKERS' COMP	352	2,625.61
1WLTC	WA LTC	LONG-TERM CARE	344	3,387.29
BCBFD	CELEBRATION		116	980.00
DCP	DCP DRS	TSA-BEFORE TAX	4	3,583.61
DCP R	DCP ROTH	TSA-AFTER TAX	4	1,205.00
DCS-P	CHILD SUPPORT		5	911.00
HCFSA	Medical FSA	OTH BEF TAX	7	358.34
HEHSA	Health Eqty-HSA	OTH BEF TAX	7	1,379.00
KP1ER	Kai WA Smt1 EMP	OTH BEF TAX	1	40.00
KP2ER	Kai WA Smt2 EMP	OTH BEF TAX	9	595.00
KP2FR	Kai WA Smt2 FAM	OTH BEF TAX	3	367.00
KW1ER	Kai WA Core1EMP	OTH BEF TAX	15	138.00
KW1FR	Kai WA Core1FAM	OTH BEF TAX	4	138.00
KW1SR	Kai WA Core1E/S	OTH BEF TAX	3	46.00
KW2CR	Kai WA Core2E/C	OTH BEF TAX	5	192.00
KW2ER	Kai WA Core2EMP	OTH BEF TAX	2	55.00
KW2SR	Kai WA Core2E/S	OTH BEF TAX	2	110.00
KWSCR	Kai WA SndChE/C	OTH BEF TAX	1	214.00
KWSEER	Kai WA SndChEMP	OTH BEF TAX	14	610.00
KWSFR	Kai WA SndChFAM	OTH BEF TAX	9	1,198.00
LTD50	Emp Pd LTD 50%		43	132.13
LTD60	Emp Pd LTD 60%		129	765.02
LTDBU	Supp LTD		2	
P-AJ2	PAY ADJUST		7	1,174.32
PHCR	Prem Hgh PPOE/C	OTH BEF TAX	4	472.00
PHER	Prem Hgh PPOEMP	OTH BEF TAX	7	405.00
PHFR	Prem Hgh PPOFAM	OTH BEF TAX	4	405.00
PHSR	Prem Hgh PPOE/S	OTH BEF TAX	2	270.00
PMER	Prem HMCrEPOEMP	OTH BEF TAX	16	85.00
PMSR	Prem HMCrEPOE/S	OTH BEF TAX	3	68.00
PSCR	Prem Std PPOE/C	OTH BEF TAX	7	355.00
PSEER	Prem Std PPOEMP	OTH BEF TAX	26	790.00
PSFR	Prem Std PPOFAM	OTH BEF TAX	9	948.00
V1ER	UMPACP-UWMedEMP	OTH BEF TAX	2	104.00
VACR	UMP Achieve2E/C	OTH BEF TAX	3	219.00
VAER	UMP Achieve2EMP	OTH BEF TAX	10	625.00
VAFR	UMP Achieve2FAM	OTH BEF TAX	2	375.00
VASR	UMP Achieve2E/S	OTH BEF TAX	1	250.00
VHSAC	UMP CDHP E/C	OTH BEF TAX	2	37.00
VHSAF	UMP CDHP FAM	OTH BEF TAX	3	63.00
VHSAS	UMP CDHP E/S	OTH BEF TAX	2	42.00
VUCR	UMP Achieve1E/C	OTH BEF TAX	11	420.00

CHECK DATE: 09/30/2025 PERIOD ENDING DATE: 09/30/2025

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
VUER	UMP Achieve1EMP	OTH BEF TAX	28	595.00
VUFR	UMP Achieve1FAM	OTH BEF TAX	7	240.00
			3110	162,454.32

CHECK DATE: 09/30/2025 PERIOD ENDING DATE: 09/30/2025

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
1FIC	FICA	FICA	352	36,541.73
1MED	MEDICARE	MEDICARE	352	8,546.05
1PFML	WA PAID FML	PFML	352	1,576.16
1ReE0	SERS PLAN 0	RETIREMENT	1	
1ReE2	SERS PLAN 2	RETIREMENT	125	8,107.21
1ReE3	SERS PLAN 3	RETIREMENT	30	2,897.16
1ReT0	TRS PLAN 0	RETIREMENT	23	
1ReT2	TRS PLAN 2	RETIREMENT	139	18,409.45
1ReT3	TRS PLAN 3	RETIREMENT	93	18,211.55
1UC	UNEMPLOYMENT	UNEMPLOY COMP	352	2,865.40
1WC	WORKERS' COMP	WORKERS' COMP	352	5,704.05
SEBB	SEBB		279	148,998.00
VHSS1	UMP CDHP EE HSA		7	156.25
			2457	252,013.01

***** End of report *****

10--GENERAL FUND-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the SPOKANE INTERNATIONAL ACADEMY School District for the Month of September, 2025

	ANNUAL	ACTUAL	ACTUAL			
<u>A. REVENUES/OTHER FIN. SOURCES</u>	<u>BUDGET</u>	<u>FOR MONTH</u>	<u>FOR YEAR</u>	<u>ENCUMBRANCES</u>	<u>BALANCE</u>	<u>PERCENT</u>
1000 LOCAL TAXES	0	.00	.00		.00	0.00
2000 LOCAL SUPPORT NONTAX	229,500	10,636.33	10,636.33		218,863.67	4.63
3000 STATE, GENERAL PURPOSE	10,822,475	888,355.88	888,355.88		9,934,119.12	8.21
4000 STATE, SPECIAL PURPOSE	2,701,511	221,610.84	221,610.84		2,479,900.16	8.20
5000 FEDERAL, GENERAL PURPOSE	0	.00	.00		.00	0.00
6000 FEDERAL, SPECIAL PURPOSE	1,154,623	.00	.00		1,154,623.00	0.00
7000 REVENUES FR OTH SCH DIST	0	.00	.00		.00	0.00
8000 OTHER AGENCIES AND ASSOCIATES	400,000	.00	.00		400,000.00	0.00
9000 OTHER FINANCING SOURCES	0	.00	.00		.00	0.00
 <u>Total REVENUES/OTHER FIN. SOURCES</u>	 15,308,109	 1,120,603.05	 1,120,603.05		 14,187,505.95	 7.32
 <u>B. EXPENDITURES</u>						
00 Regular Instruction	7,294,596	711,873.86	711,873.86	6,641,913.63	59,191.49-	100.81
10 Federal Stimulus	0	.00	.00	0.00	.00	0.00
20 Special Ed Instruction	1,668,937	114,424.02	114,424.02	1,059,542.74	494,970.24	70.34
30 Voc. Ed Instruction	0	.00	.00	0.00	.00	0.00
40 Skills Center Instruction	0	.00	.00	0.00	.00	0.00
50+60 Compensatory Ed Instruct.	865,332	44,824.71	44,824.71	434,617.53	385,889.76	55.41
70 Other Instructional Pgms	45,151	4,237.98	4,237.98	43,203.92	2,290.90-	105.07
80 Community Services	0	.00	.00	0.00	.00	0.00
90 Support Services	5,263,836	245,085.01	245,085.01	2,808,991.31	2,209,759.68	58.02
 <u>Total EXPENDITURES</u>	 15,137,852	 1,120,445.58	 1,120,445.58	 10,988,269.13	 3,029,137.29	 79.99
 <u>C. OTHER FIN. USES TRANS. OUT (GL 536)</u>	 0	 .00	 .00			
 <u>D. OTHER FINANCING USES (GL 535)</u>	 0	 .00	 .00			
 <u>E. EXCESS OF REVENUES/OTHER FIN.SOURCES</u>						
<u>OVER(UNDER) EXP/OTH FIN USES (A-B-C-D)</u>	170,257	157.47	157.47		170,099.53-	99.91-
 <u>F. TOTAL BEGINNING FUND BALANCE</u>	 3,750,000		 4,897,141.94			
 <u>G. GLS 896, 897, 898 ACCOUNTING</u>	 XXXXXXXXXX		 .00			
<u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>						
 <u>H. TOTAL ENDING FUND BALANCE</u>	 3,920,257		 4,897,299.41			
<u>(E+F + OR - G)</u>						

17--PRIVATE FUND-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the SPOKANE INTERNATIONAL ACADEMY School District for the Month of September, 2025

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
<u>A. REVENUES/OTHER FIN. SOURCES</u>						
1000 LOCAL TAXES	0	.00	.00		.00	0.00
2000 LOCAL SUPPORT NONTAX	15,000	168.18	168.18		14,831.82	1.12
3000 STATE, GENERAL PURPOSE	0	.00	.00		.00	0.00
4000 STATE, SPECIAL PURPOSE	0	.00	.00		.00	0.00
5000 FEDERAL, GENERAL PURPOSE	0	.00	.00		.00	0.00
6000 FEDERAL, SPECIAL PURPOSE	0	.00	.00		.00	0.00
7000 REVENUES FR OTH SCH DIST	0	.00	.00		.00	0.00
8000 OTHER AGENCIES AND ASSOCIATES	0	.00	.00		.00	0.00
9000 OTHER FINANCING SOURCES	0	.00	.00		.00	0.00
 <u>Total REVENUES/OTHER FIN. SOURCES</u>	 15,000	 168.18	 168.18		 14,831.82	 1.12
 <u>B. EXPENDITURES</u>						
00 Regular Instruction	0	.00	.00	0.00	.00	0.00
10 Federal Stimulus	0	.00	.00	0.00	.00	0.00
20 Special Ed Instruction	0	.00	.00	0.00	.00	0.00
30 Voc. Ed Instruction	0	.00	.00	0.00	.00	0.00
40 Skills Center Instruction	0	.00	.00	0.00	.00	0.00
50+60 Compensatory Ed Instruct.	0	.00	.00	0.00	.00	0.00
70 Other Instructional Pgms	0	.00	.00	0.00	.00	0.00
80 Community Services	0	.00	.00	0.00	.00	0.00
90 Support Services	15,000	234.00	234.00	0.00	14,766.00	1.56
 <u>Total EXPENDITURES</u>	 15,000	 234.00	 234.00	 0.00	 14,766.00	 1.56
 <u>C. OTHER FIN. USES TRANS. OUT (GL 536)</u>	 0	 .00	 .00			
 <u>D. OTHER FINANCING USES (GL 535)</u>	 0	 .00	 .00			
 <u>E. EXCESS OF REVENUES/OTHER FIN.SOURCES OVER(UNDER) EXP/OTH FIN USES (A-B-C-D)</u>	 0	 65.82-	 65.82-		 65.82-	 0.00
 <u>F. TOTAL BEGINNING FUND BALANCE</u>	 350,000		 .00			
 <u>G. GLS 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)</u>	 XXXXXXXXX		 .00			
 <u>H. TOTAL ENDING FUND BALANCE (E+F + OR - G)</u>	 350,000		 65.82-			

40--ASB FUND-- FUND BALANCE -- AGENCY ACCOUNTS -- Revised -- BUDGET-STATUS-REPORT
Fiscal Year 2025 (September 1, 2025 - August 31, 2026)

For the SPOKANE INTERNATIONAL ACADEMY School District for the Month of September, 2025

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
<u>A. REVENUES</u>						
1000 General Student Body	29,000	50.00	50.00		28,950.00	0.17
2000 Athletics	0	.00	.00		.00	0.00
3000 Classes	0	.00	.00		.00	0.00
4000 Clubs	39,200	901.00	901.00		38,299.00	2.30
6000 Private Moneys	0	.00	.00		.00	0.00
<u>Total REVENUES</u>	68,200	951.00	951.00		67,249.00	1.39
<u>B. EXPENDITURES</u>						
1000 General Student Body	23,650	.00	.00	0.00	23,650.00	0.00
2000 Athletics	0	.00	.00	0.00	.00	0.00
3000 Classes	0	.00	.00	0.00	.00	0.00
4000 Clubs	39,200	.00	.00	0.00	39,200.00	0.00
6000 Private Moneys	0	.00	.00	0.00	.00	0.00
<u>Total EXPENDITURES</u>	62,850	.00	.00	0.00	62,850.00	0.00
<u>C. EXCESS OF REVENUES</u>						
<u>OVER(UNDER) EXPENDITURES</u> <u>(A-B)</u>	5,350	951.00	951.00		4,399.00-	82.22-
<u>D. TOTAL BEGINNING FUND BALANCE</u>	1,000		16,096.42			
<u>E. GLS 896, 897, 898 ACCOUNTING</u>	XXXXXXXXXX		.00			
<u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>						
<u>F. TOTAL ENDING FUND BALANCE</u>	6,350		17,047.42			
<u>C+D + OR - E)</u>						
<u>G. ENDING FUND BALANCE ACCOUNTS:</u>						
G/L 810 Restricted for Other Items	0		.00			
G/L 819 Restricted for Fund Purposes	0		.00			
G/L 840 Nonspnd FB - Invent/Prepd Itms	0		.00			
G/L 850 Restricted for Uninsured Risks	0		.00			
G/L 870 Committed to Other Purposes	0		.00			
G/L 889 Assigned to Fund Purposes	6,350		17,047.42			
G/L 890 Unassigned Fund Balance	0		.00			
<u>TOTAL</u>	6,350		17,047.42			

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

CF25.26.xlsx

Coversheet

Policy 4260/4260P - Use of School Facilities

Section:	II. Consent Agenda
Item:	C. Policy 4260/4260P - Use of School Facilities
Purpose:	
Submitted by:	
Related Material:	Use of School Facilities-Community Relations.pdf Procedure-Use of School Facilities.pdf



Section: 4000 - Community Relations

Title: Use of School Facilities

Number: 4260

The board believes that public schools are owned and operated by and for the community. The public is encouraged to use school facilities, but will be expected to reimburse the district for such use to ensure that funds intended for education are not used for other purposes. On recommendation of the Head of School, the board will approve the rental rates schedule.

The Head of School is authorized to establish procedures for use of school facilities, including rental rates, supervisory requirements, restrictions, and security. Those using school facilities will maintain insurance for accident and liability covering persons using the district's facilities under the sponsorship of the organization.

The district does not discriminate based on race, ethnicity, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, marital status, the presence of any sensory, mental or physical disability, neurodivergence, or the use of a trained dog guide or service animal by a person with a disability and provides equal access to Boy Scouts of America and other designated youth groups.

Community athletics programs that use district facilities will not discriminate against any person on the basis of sex in the operation, conduct or administration of their programs. The district will provide copies of the district's nondiscrimination policy to all third parties using district facilities.

For rental rate purposes, organizations seeking the use of school facilities have been divided into three categories:

School or Child-Related Groups or Other Government Agencies

School or Child-related Groups or Other Government Agencies include those organizations whose main purpose is to promote the welfare of students, or to provide members of the community access to government programs or opportunities for civic participation. Examples are: Scouts, Campfire, PTA, 4-H, city or county sponsored recreation groups, polling places, political caucuses and governmental groups. The district will provide official recruiting representatives of the state and United States military forces, Job Corps, Peace Corps and AmeriCorps with access to school facilities (including number of days and type of presentation space) equal to and no less than the access provided to other post-secondary occupational or educational representatives.

When facilities are used outside of regular school hours, or when the district incurs extra utility, cleaning or supervision costs, a fee, established by the Head of School, will be charged to recoup those costs. Additionally, youth organizations engaged in sports activities and using



school facilities must provide a statement of compliance with the policies for the management of concussion and head injury in youth sports as required by RCW 28A.600.

Nonprofit Groups

Nonprofit groups and organizations may use school facilities for lectures, promotional activities, rallies, entertainment, college courses, or other activities for which public halls or commercial facilities generally are rented or owned. The district may charge a rental rate in excess of costs incurred. Excess charges may be waived when a service club or other nonprofit group is raising funds for charitable purposes.

Professional fund raisers representing charities must provide evidence that they are registered and bonded by the state of Washington. Such fund raisers must provide evidence that the charity will receive at least sixty (60) percent of the gross revenues received from the public prior to approval to use the facilities.

Similar treatment may be granted to public universities and colleges when offering college courses within the community or when any university/college is offering a course for staff at the request of the district. Nonprofit groups of the kind that in most communities have their own facilities (churches, lodges, veterans groups, granges, etc.) who wish to use district facilities on a regular, but temporary, basis may do so under this rental rate.

Commercial Enterprises

Commercial Enterprises include profit-making organizations and business-related enterprises. While the district would prefer these organizations to use commercial or private facilities, facilities may be rented for non-regular use at the prevailing rate charged by commercial facilities in the area.

District-sponsored activities, including curricular and co-curricular functions, retain first priority in use of facilities. Authorization for use of school facilities will not be considered as endorsement or approval of the activity, group or organization.

Legal References

RCW 28A.230.180 Access to campus and student information directories by official recruiting representatives ••• Informing students of educational and career opportunities.

RCW 4.24.660 Liability of school districts under contracts with youth programs

RCW 28A.320.510 Night schools, summer schools, meetings, use of facilities for RCW

28A.335.150 Permitting use and rental of playgrounds, athletic fields, or athletic facilities RCW

28A.335.155 Use of buildings for youth programs ••• Limited immunity

20 USC Sec. 7905 Boys Scout of America Equal Access Act



34 CFR Sec. 108.6 Equal Access to Public School Facilities For The Boy Scouts of America and Other Designated Youth Groups

AGO 1973 No. 26, Initiative No. 276 - School districts ••• Use of school facilities for presentation of programs ••• Legislature ••• Elections

Cross References

3422 - Student Sports ••• Concussion, Head Injury and Sudden Cardiac Arrest

Management Resources

2014 - February Issue

2013 - July Issue

2013 - June Issue

2011 - December Issue

2009 - August Issue



Title: Procedure - Use of School Facilities

Number: 4260P

Application for use of school facilities will be made to the Facilities Director.

Professional fund raisers representing charities must provide evidence that the fund raiser:

- A. Is recognized by the Philanthropic Division of the Better Business Bureau;
- B. Is registered and bonded by the state of Washington; and
- C. Will give the charity at least sixty (60) percent of the gross revenues.

The Head of School will develop and recommend to the board a fee schedule applicable for use of school facilities. The fee schedule will be evaluated on a biennial basis.

Sponsoring organizations will provide sufficient, competent adult and/or special supervision, and the amount of adequate supervision will be agreed upon at the time the authorization is issued.

Alcoholic beverages and illegal drugs will not be permitted in school facilities or on school property at any time. Tobacco use is prohibited in school facilities and on school property. All applicants for use of school facilities will hold the district free and without harm from any loss or damage, liability or expense that may arise during or be caused in any way by such use or occupancy of school facilities. Also, in the event that property loss or damage is incurred during such use or occupancy, the amount of damage will be decided by the superintendent and approved by the board and a bill for damages will be presented to the group using or occupying the facilities during the time the loss or damage was sustained.

All applicants for use of school facilities will maintain accident and liability insurance for persons using district facilities under the applicant's sponsorship in an amount not less than \$50,000 due to bodily injury or death of one person or at least \$100,000 due to bodily injury or death of two or more persons in any incident. If use of the district's facilities is to be ongoing, the applicant will provide evidence to the district once every thirty days that the insurance remains in effect.



Additionally, youth organizations engaged in sports activities and using school facilities must submit a signed statement of compliance with the policies, described in RCW 28A.600 for the management of concussion and head injury in youth sports.

The Head of School possesses the authority to make the decision on use of school facilities by a group. The group may appeal such a decision to the board.

Because of the value of the district's playing fields to the community's total recreational opportunity, the fields may be used by all residents. The use must be appropriate and compatible with each play field and its surrounding area. Such use will not result in destruction, damages, or undue wear or pose a hazard to children or others. Activities which endanger others or cause damage to fields and lawns are restricted. Should damage to fields and lawns

occur, the Head of School will make reasonable effort to obtain restitution for the damage.

A custodian or other authorized staff member must be on the premises when any nonschool group is using school facilities.

Coversheet

Enrollment Report

Section:	IV. Enrollment Update
Item:	A. Enrollment Report
Purpose:	Discuss
Submitted by:	
Related Material:	Average_Enrollment_25.pdf

25-26 Enrollment - FTE													
	9	10	11	12	1	2	3	4	5	6	Total Ave.	Budget	Variance
K	68.00	73.00									70.50	70.00	0.50
1	92.00	92.00									92.00	93.00	(1.00)
2	69.00	71.00									70.00	70.00	-
3	94.00	92.00									93.00	93.00	-
4	93.00	95.00									94.00	93.00	1.00
5	92.00	94.00									93.00	93.00	-
6	88.00	86.00									87.00	87.00	-
7	89.00	85.00									87.00	87.00	-
8	69.00	66.00									67.50	56.00	11.50
9	44.00	45.00									44.50	56.00	(11.50)
10	38.00	38.00									38.00	39.00	(1.00)
11	9.60	8.40									9.00	9.00	-
12	2.40	2.40									2.40	5.00	(2.60)
	848.00	847.80	-	-	-	-	-	-	-	-	847.90	851.00	(3.10)

25-26 Enrollment - Headcount													
	9	10	11	12	1	2	3	4	5	6	Total Ave.	Budget	Variance
K	68.00	73.00									68.00	70.00	(2.00)
1	92.00	92.00									92.00	93.00	(1.00)
2	69.00	71.00									70.00	70.00	-
3	94.00	92.00									93.00	93.00	-
4	93.00	95.00									94.00	93.00	1.00
5	92.00	94.00									93.00	93.00	-
6	88.00	86.00									87.00	87.00	-
7	89.00	85.00									87.00	87.00	-
8	69.00	66.00									67.50	56.00	11.50
9	44.00	45.00									44.50	56.00	(11.50)
10	38.00	38.00									38.00	39.00	(1.00)
11	18.00	17.00									17.50	9.00	8.50
12	4.00	4.00									4.00	5.00	(1.00)
	858.00	858.00	-	-	-	-	-	-	-	-	855.50	851.00	4.50

Coversheet

Fall MAP

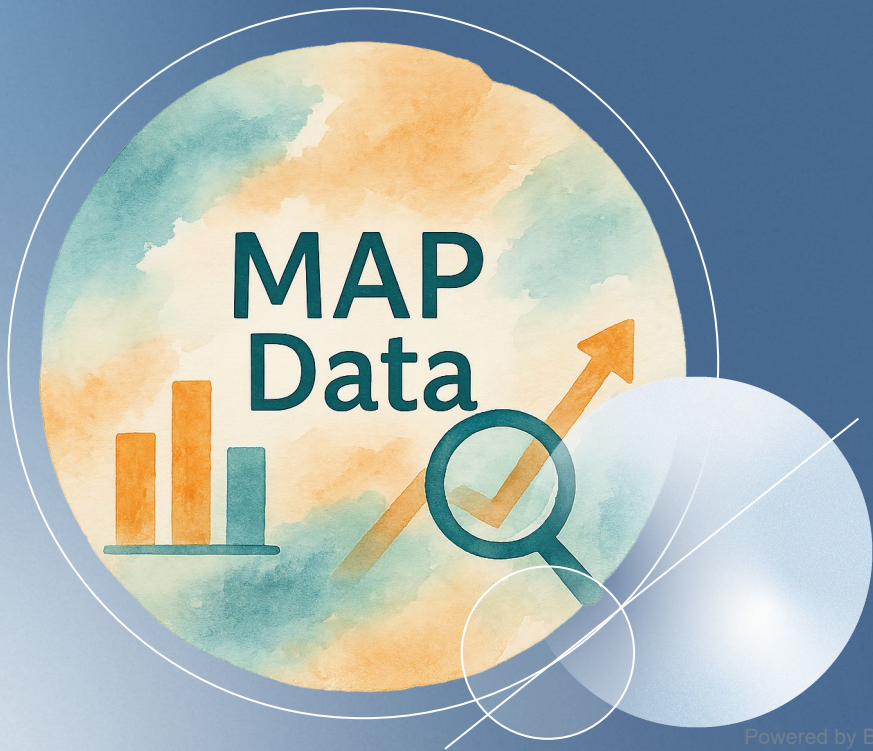
Section:	V. Students' Academic Update
Item:	A. Fall MAP
Purpose:	Discuss
Submitted by:	
Related Material:	SIA Data Presentation - 10_22_25.pdf

SPOKANE INTERNATIONAL ACADEMY ASSESSMENT DATA

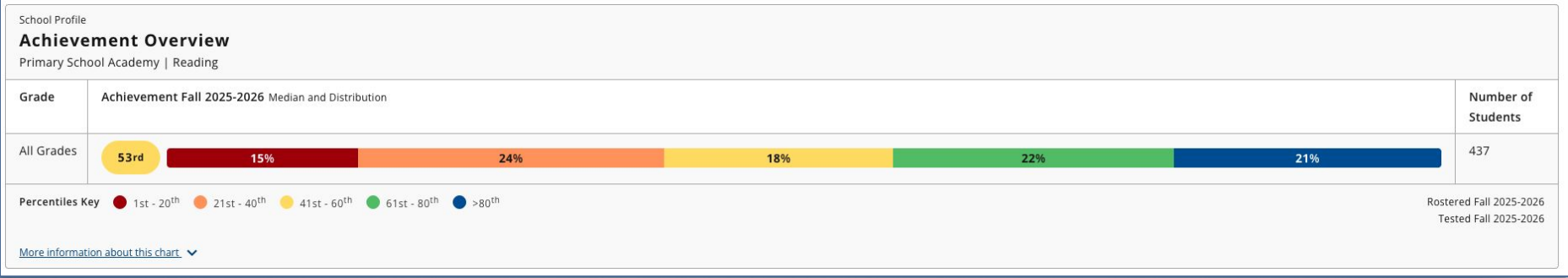
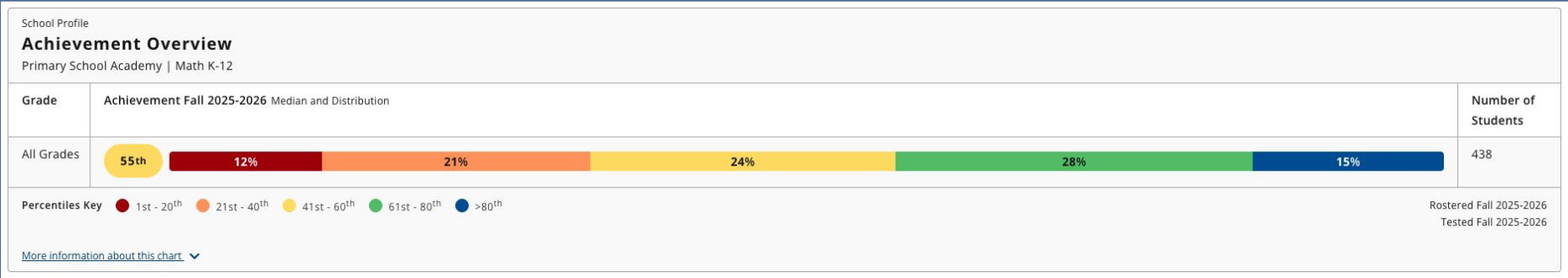
*Presented by Caryn M. McGee
22 October 2025*

01

MAP DATA FALL 2025



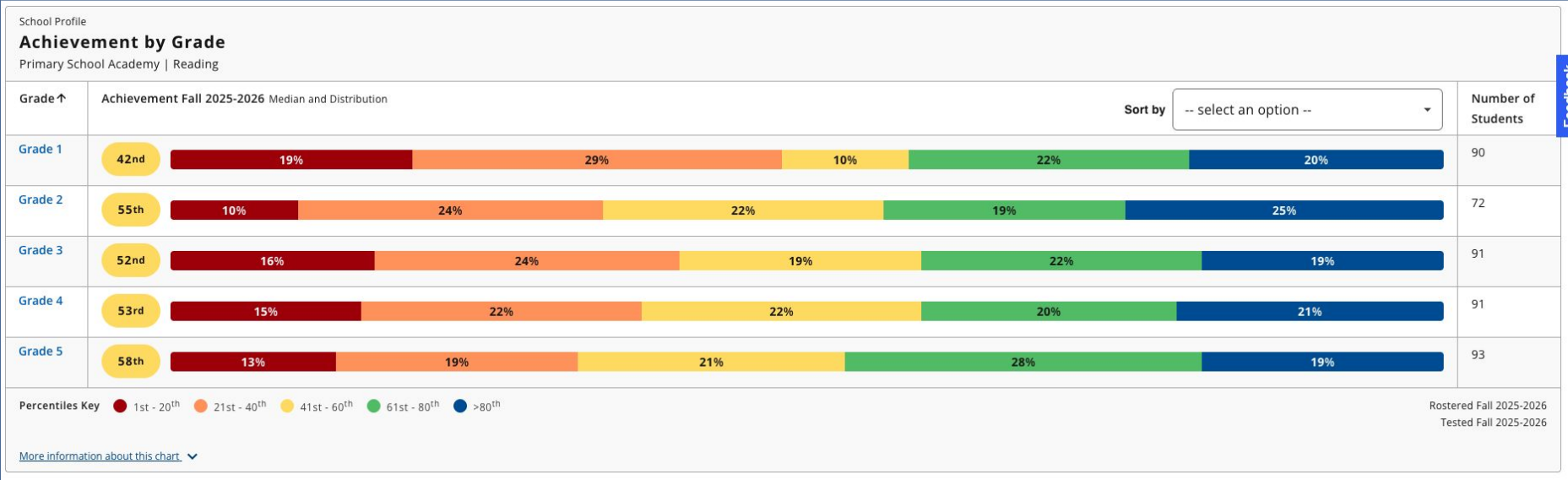
PRIMARY ACADEMY DATA - FALL 2025



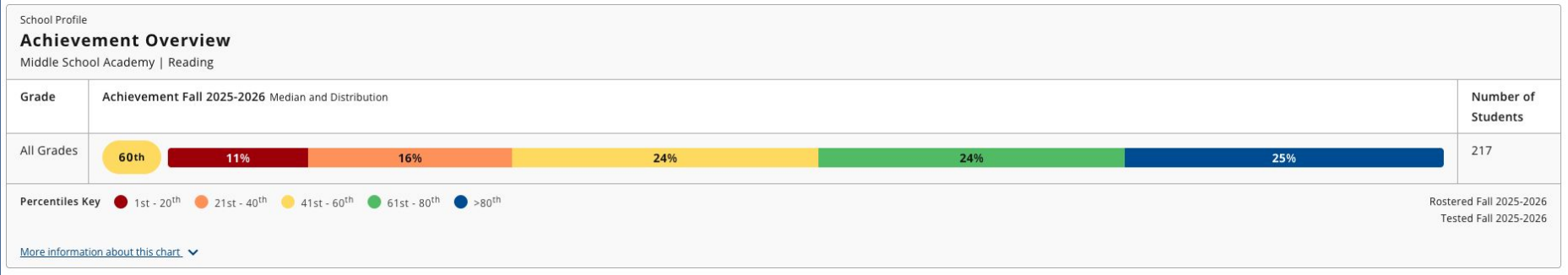
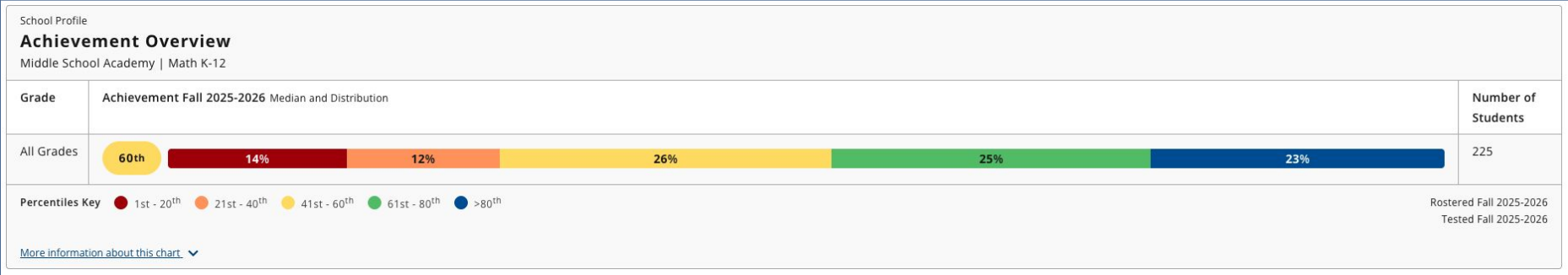
PRIMARY MATH DATA - FALL 2025



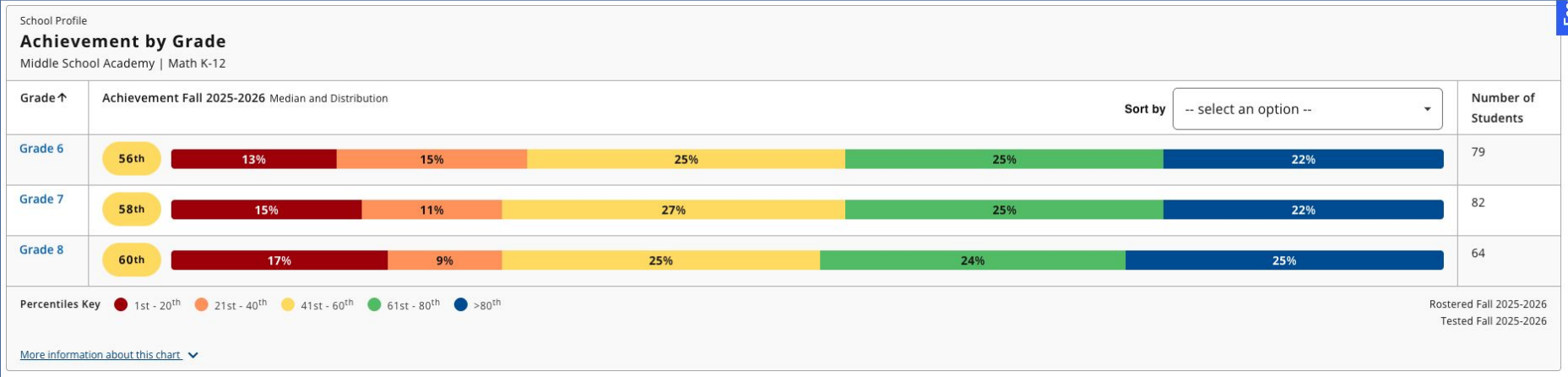
PRIMARY READING DATA - FALL 2025



MIDDLE ACADEMY MATH DATA - FALL 2025



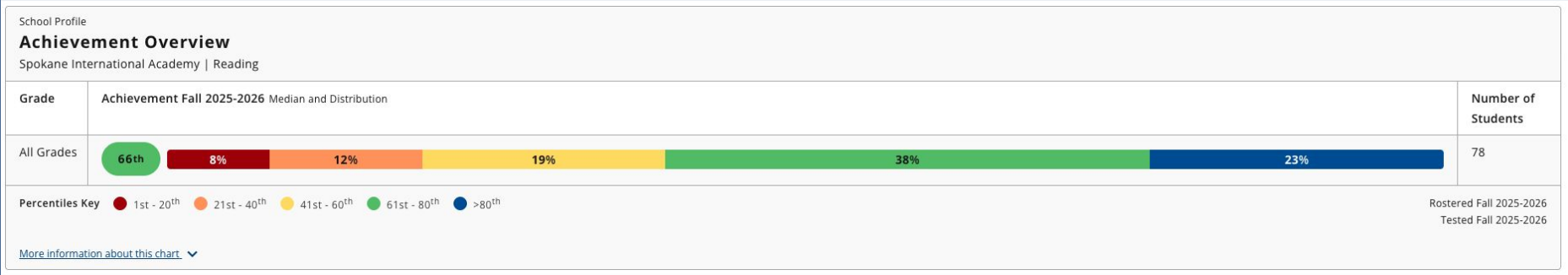
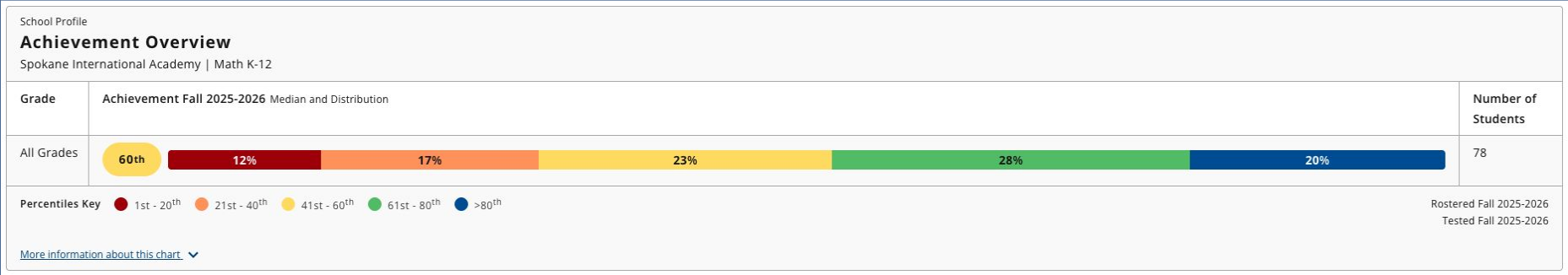
MS MATH DATA - FALL 2025



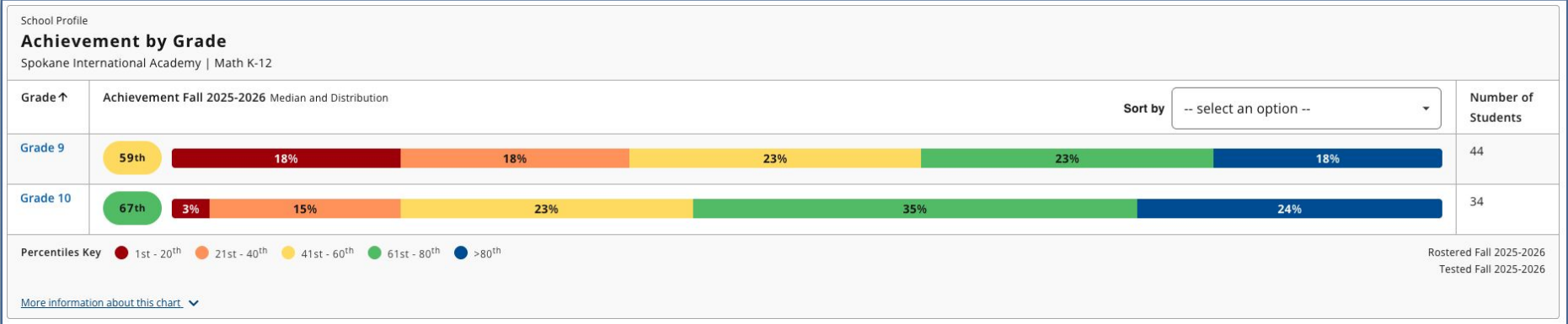
MIDDLE ACADEMY READING DATA - FALL 2025



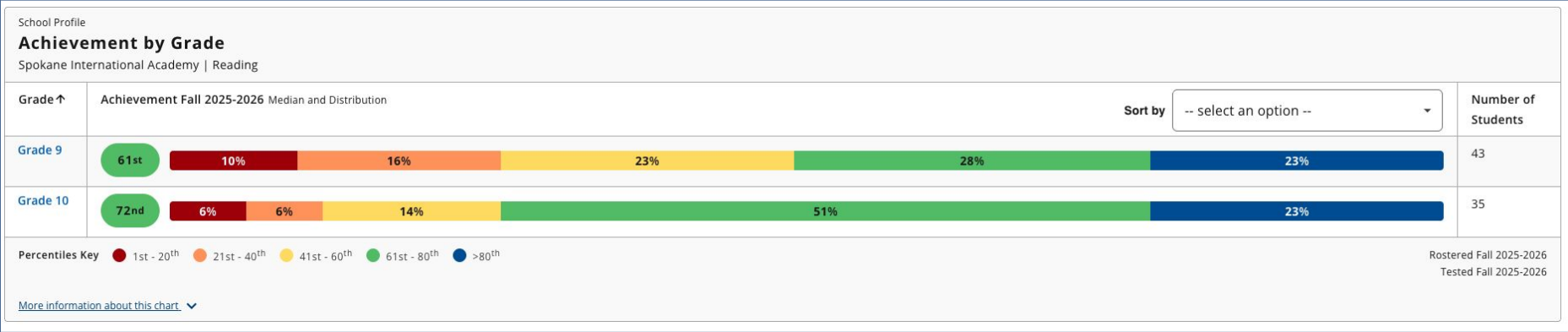
HIGH SCHOOL DATA - FALL 2025



HIGH SCHOOL MATH DATA - FALL 2025



HIGH SCHOOL READING DATA - FALL 2025



02



MAP DATA TRENDS AND TAKEAWAYS

WHAT IS A RIT SCORE?

KEY TAKEAWAYS — ACADEMIC PERFORMANCE (FALL 2025)

Early Literacy Remains the Top Priority; Math Performance is Strong Across Academies

- **Early Literacy Focus:** Primary Academy has the highest percentage of students below benchmark in Reading. Variability in elementary reading performance highlights gaps in foundational skills and comprehension that require targeted intervention.
- **Math Strength:** Math scores are more consistent across academies, reflecting strong curriculum alignment and implementation. High School Math (231.1) is the strongest average with the lowest variability (SD 16.8).
- **Performance Spread:** RIT scores increase steadily from Elementary to High School, indicating longitudinal growth, but Elementary Reading has the lowest mean (183.1) and widest spread (± 23.5), signaling a need for deeper early literacy focus.
- **Math vs. Reading Gap:** Math outperforms Reading at every level, with the gap most pronounced in High School.

IMPLICATIONS & NEXT STEPS

Targeted Intervention & Monitoring Will Be Key to Continued Growth

- 1 in 3 students need targeted support in at least one subject, underscoring the importance of WIN time and structured interventions.
- Elementary Reading: High variability suggests the need for both intervention and enrichment structures to address diverse learning needs.
- Winter MAP will be a critical checkpoint, especially for students in the 30th–50th percentile band who are close to meeting benchmarks.
- High School Momentum: Math shows positive momentum; a core group still needs reading support to fully close gaps.
- Continued focus on early literacy, tiered supports, and progress monitoring will be essential to accelerate growth for students below benchmark.

SIA SITE SPECIFIC GOAL

At least 50% of the students in grades 1-10 who scored in the bottom 40% in the Fall MAP test will meet their projected RIT growth goal by the Spring MAP test in Math and Literacy.

BOTTOM 40TH PERCENTILE TAKEAWAYS

Academy	Subject	Total Students	Bottom 40 Count	Bottom 40 %
<i>Primary Academy</i>	Math	438	142	32.4%
<i>Primary Academy</i>	Reading	438	169	38.6%
<i>Middle Academy</i>	Math	225	60	26.7%
<i>Middle Academy</i>	Reading	220	58	26.4%
<i>High School</i>	Math	78	22	28.2%
<i>High School</i>	Reading	78	15	19.2%

03

SCHOOL REPORT CARD



WASHINGTON STATE REPORT CARD DATA



Washington Office of Superintendent of
PUBLIC INSTRUCTION

State Total

Address and Phone
OLD CAPITOL BUILDING
600 WASHINGTON ST. S.E.
OLYMPIA, WASHINGTON 98504
3607256000

Enrollment

Enrollment
2024-25 School Year
1,105,384

Low-Income
2024-25 School Year
49.8%

English Language Learners
2024-25 School Year
15.1%

Finance



Per Pupil Expenditure
2023-24 School Year
\$18,649

Attendance



Students Attending 90% or
More of School Days in the
2023-24 School Year
72.7%

Assessment

Foundational Grade-level Knowledge (and above)

Consistent Grade-level Knowledge (and above)

ELA
2024-25 School Year



Math
2024-25 School Year



Science
2024-25 School Year



ELA
2024-25 School Year



Math
2024-25 School Year



Science
2024-25 School Year



Educators

Average Class Size
2023-24 School Year



19.4

Teacher Count
2023-24 School Year



68,836

Percent Teachers with Master's Degree or
Higher
2023-24 School Year



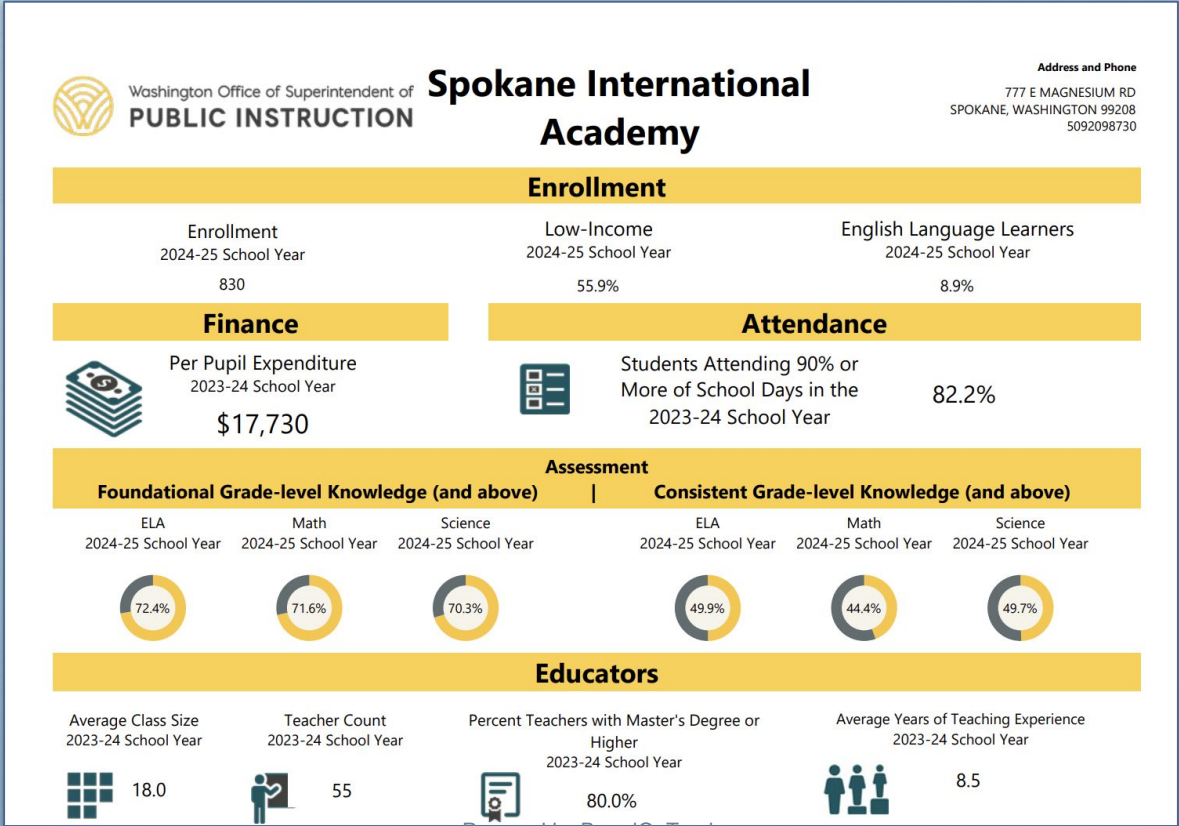
72.8%

Average Years of Teaching Experience
2023-24 School Year



13.2

SIA STATE REPORT CARD DATA



SBA ACADEMIC PERFORMANCE (2024–25)

SUBJECT	SIA – % MEETING STANDARD	WA STATE – % MEETING STANDARD
ELA	49.9%	50.9%
Math	44.4 %	40.7 %
Science	49.7 %	43.3 %

Takeaway:

- SIA is very close to the state average in ELA.
- SIA outperforms the state in Math by 3.7 percentage points and in Science by 6.4 points.
- These are strong indicators, especially given SIA's higher proportion of low-income students.

SBA FOUNDATIONAL GRADE-LEVEL KNOWLEDGE

SUBJECT	SIA – % FOUNDATIONAL KNOWLEDGE (AND ABOVE)	WA STATE – % FOUNDATIONAL KNOWLEDGE (AND ABOVE)
ELA	72.4%	70.9%
Math	71.6%	63.3%
Science	70.3%	62.6%

Takeaway:

- SIA is above the state averages for all three tested areas.
- Two areas of strength are Math and Science.

KEY TRENDS & STRENGTHS

- **Math & Science Achievement:** SIA students are meeting standards at higher rates than their statewide peers despite higher economic disadvantage.
- **ELA Achievement:** Nearly matches the state average, indicating solid literacy performance but room for growth.
- **Foundational Grade Level Knowledge:** SIA outperforms the state average in all three tested subjects.
- **Efficiency:** SIA spends less per pupil than the state average but shows equal or better outcomes in most tested areas.

Coversheet

October HOS Update

Section:	VI. Head of School Items
Item:	A. October HOS Update
Purpose:	Discuss
Submitted by:	
Related Material:	Head of School- October 2025 Update.pdf



Head of School- October 2025 Update

SIA Board of Directors,

This update is intended to keep you informed of the progress and emerging questions for Spokane International Academy as we seek to meet our mission and build and maintain a high-quality, rigorous learning environment for our students. My objectives for October have been:

1. Refining Systems and Procedures

A. Teacher Mentoring Program- We have been awarded a \$30,000 grant, which will allow us to support teachers in the first and second year of service. This year, we have 10 first and second-year teachers participating, and they are paired with a mentor teacher. There are 20 participants in the program! The mentors will complete training through OSPI, and will meet 2-3 times per month with their mentees. The goal is to help our teachers feel connected, create a leadership pipeline for our teacher leaders, improve retention, and build the capacity of our teaching staff to have a positive impact on student learning

B. Monitoring Student Behavior using the MTSS App- We use an app that provides support for both our teaching staff and students, and allows us to monitor student behavior, recognize trends, create an appropriate response, and plan for the future. When a student is struggling in a classroom environment, the teacher can note this on the app, and it sends a message to the admin team to respond. This is called a “Just in Time”. We can then respond to the student and provide real-time support for the teacher. The app also has other features: Needs Hope, Celebration, and Active Support Referrals. These functions allow us to take data, and monitor student behavior and our response. Additionally, we can use the App to communicate with families about how students are functioning.

C. Instruction Partners: We continue to work with Instruction Partners to ensure teachers are focused on rigor and standards alignment in the classroom. This is a grant-funded program. Instruction Partners is a nonprofit organization dedicated to enhancing instructional leadership in schools, school systems, and states. Their mission is to ensure that teachers receive the support they need to improve learning experiences and outcomes for students, with a particular focus on students of color, those experiencing poverty, multilingual learners, and students with disabilities.

They offer support in areas such as curriculum selection and implementation, professional learning, and coaching for teachers and leaders. Their resources include detailed action plans, rubrics, and guidance to help educational leaders strengthen essential structures like

collaborative planning and observation, and feedback mechanisms. They have done an on-site school walk-through in October, and we meet with them multiple times a month to discuss instructional needs and strategies. Our focus with them is on using common teacher planning time to internalize lessons and to plan for instruction.

2. Student Engagement

A. Athletics Update: Middle and High School Cross Country season is coming to a close. We had 17 students in Middle and High School compete this year. They ran in 8 meets, so far, and have two final meets remaining.

We continue to work with SYSA for sports in K-5. The next session is Basketball. We have over 50 students signed up to participate. We are excited to see the enthusiasm for the program.

B. ASB- Student Council: We just celebrated our first-ever Homecoming! Our ASB put together a week of fun for our high school, culminating in a flag football game at Shadle High School's football field. Our Sophomores were the winners. The high schoolers then had a homecoming dance, which was a lot of fun. We look forward to creating new traditions and finding new opportunities to help our high school students feel belonging and connection.

C. Clubs and Activities: Currently, students are engaging in Art Club, Lego Club, Yearbook, and Helping Hands (Service/ Campus Clean Up). We are looking forward to seeing all of the ways students will continue to explore their interests and stay connected. We will also begin after-school tutoring shortly, providing students with more opportunities to practice skills and receive extra support.

D. International Trip to Ecuador- So far, 18 students have signed up for the trip. It is about \$4000 total. [Click here](#). The goal is to promote the trip and net larger participation.

E. Phoenix Love- Community Service Program. Our New initiative is Second Saturdays, where we are designing service opportunities where students and their families can come to campus on Saturdays to engage in service. In October, 20 students and their families made over 300 Sun Butter and Jelly sandwiches, which were given to the Union Gospel Mission. Students in K-4 complete 10 hours of service per school year, and Grades 5-12 complete 20 hours of service per school year. Students may complete these hours with their class during the school day (on approved service-oriented field studies) or complete these outside of class. Students report their hours regularly. Please see the website for more information.

<https://sites.google.com/spokaneintlacademy.org/phoenixlove>

Incentives!

Students who complete their required hours (verified) will receive a Phoenix Love T-shirt
Students who complete 50 hours of verified community service will receive a Phoenix Love Hoodie. Both the hoodie and t-shirt can be worn as an SIA uniform top on Fridays.

3. Staffing Updates

A. Community Organizer- We are in the final stages of interviewing for this position.

B. Math Teacher Resignation- 7th-grade Math teacher (new this year) resigned her position. We have a long-term substitute teacher in the role. We will post the position to try to find and hire our right fit.

4. High School Updates

A. 9th Grade Success Work and Plan-structured framework designed to help 9th-grade students transition smoothly into high school and set a strong foundation for their academic, social, and emotional development. So far, our coach meets with us monthly, has come on-site twice, and has provided our staff with training and strategy support. We are extending the program to our middle school population as well, so we can provide targeted support and interventions.

B. PSAT/ SAT Testing -We are offering PSAT testing to our 10th and 11th-grade students at no cost to them. In the Spring, we will PSAT test to all of the 8th and 9th graders. This testing is designed to help students qualify for National Merit Scholarships and connect them to colleges and universities around the country. Students can also pay to take the SAT at our school. We have one student taking it on-site, as others have elected to take it elsewhere. Our counselor, Tabatha Copeland, has worked to arrange all of these options on-site.

*In this month's board meeting, we will spend the majority of our time looking at student data (academics and behavior) and exploring our goals connected to that data.

Coversheet

25-26 School Calendar

Section:	VI. Head of School Items
Item:	B. 25-26 School Calendar
Purpose:	FYI
Submitted by:	
Related Material:	2025-2026 Master Calendar-November.pdf 2025-2026 Master Calendar-December.pdf

NOVEMBER 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Native American Heritage Month begins 9:00-12:00 Theater Rehearsal
2	3 Dio de los Muertos (Observed) CAT Fundraiser @ Shawn O'Donnell's PA SIT 3:30 - 4:30 XC Practice 3:00-4:45	4 End of 1st Quarter	5 3:30-6:00 Theater Rehearsal SYSA 4-5 Basketball 3:30-5:00 XC Practice 3:00-4:45	6 3:30-6:00 Theater Rehearsal 3:15-4:30 Art Club/Gr 4-5 in STEAM SYSA 2-3 Basketball 3:30-5:00 XC Practice 3:00-4:45	7 1PM Dismissal All Staff Meeting 1:30 PM Cafeteria House Games 10-10:30 XC WIAA State Meet@Sun Willows GC TBD	8 9:00-12:00 Theater Rehearsal
		Reports Due				
		3:00-4:25 Yearbook Club @ Media Center				
		SYSA K-1 Basketball 3:30-5:00 3:15-4:30 Art Club/Gr 1-3 in STEAM 3:00-4:15 Lego Club Gr 4-5/Cafeteria XC Practice 3:00-4:45				
9	10 No School for Students/Staff Lesson Plans Due	11 Veterans' Day No School for Students/Staff	12 11:30 AM Dismissal Family Conferences/Book Fair 12:00 pm - 7:00 pm	13 11:30 AM Dismissal Family Conferences/Book Fair 12:00 pm - 4:00 pm	14 11:30 AM Dismissal Family Conferences/Book Fair 12:00 pm - 4:00 pm	15 9:00-12:00 Theater Rehearsal Second Saturday Service @ SIA 12:00 - 3:00 Cafeteria
			12:00-3:00 Theater Rehearsal	12:00-3:00 Theater Rehearsal		
16	17 Secondary SIT 3:30 - 4:30 XC Practice 3:00-4:45	18 SYSA K-1 Basketball 3:30-5:00 3:15-4:30 Art Club/Gr 1-3 in STEAM 3:00-4:15 Lego Club Gr 4-5/Cafeteria XC Practice 3:00-4:45	19 4:30 Board Meeting @ Media Center Lockdown Drill 2pm College & Career Workshop How to pay for college 5:30 - 7:00 3:30-6:00 Theater Rehearsal SYSA 4-5 Basketball 3:30-5:00 XC Practice 3:00-4:45	20 Mukogawa Visit 10:15 3:15-4:30 Art Club/Gr 4-5 in STEAM FAFSA Support Night 6:00 - 7:00 3:30-6:00 Theater Rehearsal SYSA 2-3 Basketball 3:30-5:00 XC Practice 3:00-4:45	21 1PM Dismissal Divisional 1:30 PM Committee 2:30 PM Fall Picture Day Retakes	22 9:00-12:00 Theater Rehearsal
			23	24 Lesson Plans Due 11th/12th Grade Senior Review 3:30-4:30 PA SIT 3:30 - 4:30 XC Practice 3:00-4:45	25 3:00-4:25 Yearbook Club @ Media Center 3:15-4:30 Art Club/Gr 1-3 in STEAM XC Practice 3:00-4:45	
30		Notes: Career Cafe (Wednesdays during lunch) Native American Heritage Month				

[Spokane International Academy] Event Calendar

DECEMBER 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 3:15-4:30 Art Club/Gr 1-3 in STEAM 3:00-4:15 Lego Club Gr 4-5/Cafeteria 3:00-4:25 Yearbook Club @ Media Center SYSA K-1 Basketball 3:30-5:00 Secondary SIT 3:30 - 4:30	3 Shelter in Place Drill 10:00 am 3:30-6:00 Theater Rehearsal SYSA 4-5 Basketball 3:30-5:00	4 3:15-4:30 Art Club/Gr 4-5 in STEAM 3:30-6:00 Theater Rehearsal SYSA 2-3 Basketball 3:30-5:00	5 1PM Dismissal All Staff Meeting 1:30 PM Cafeteria House Games 10-10:30 Winter Dance (Gr. 6 - 8) 5:00 - 7:00	6 9:00-12:00 Theater Rehearsal
7 Pearl Harbor	8 Lesson Plans Due 6th-7th Roll call 8-10 Roll Call 3:30-4:30 PA SIT 3:30 - 4:30 MAP Testing	9 College & Career Workshop #3 3:30 - 5:00 3:15-4:30 Art Club/Gr 1-3 in STEAM 3:00-4:25 Yearbook Club @ Media Center MAP Testing	10 ASVAB 3:30-6:00 Theater Rehearsal MAP Testing	11 Winter Choir Concert 5:00 - 6:00 3:15-4:30 Art Club/Gr 4-5 in STEAM 3:30-6:00 Theater Rehearsal 3:15-4:30 Art Club/Gr 4-5 in STEAM MAP Testing	12 1PM Dismissal Team / Dept. time MAP Testing	13 Second Saturday Service @ SIA 12:00 - 3:00 Cafeteria 9:00-12:00 Theater Rehearsal
14	15 ASVAB test Secondary SIT 3:30 - 4:30 MAP Testing	16 Winter Band Concert (M/W) 5:30 - 6:30 3:00-4:25 Yearbook Club @ Media Center MAP Testing	17 4:30 Board Meeting @ Media Center Winter Band Concert (T/R) 5:30 - 6:30 3:30-6:00 Theater Rehearsal MAP Testing	18 3:30-6:00 Theater Rehearsal Ugly Sweater Contest MAP Testing	19 11:30 AM Dismissal Staff Holiday Party 1:30 - 3:30 END of ARC 2	20 9:00-12:00 Theater Rehearsal
21	22 Winter Break	23 Winter Break	24 Christmas Eve Winter Break	25 Christmas Day Winter Break	26 Kwanzaa Winter Break	27
28	29 Winter Break	30 Winter Break	31 New Year's Eve Winter Break			
		Notes: Spirit Week Musical Performances Reading Winter Challenge, Holidays Around the World ASB Winter Dance Hanukkah Dec. 14 - 22 Career Cafe (Wednesdays during lunch)				

Coversheet

Board Commitment Form

Section:	VII. Governance
Item:	B. Board Commitment Form
Purpose:	Discuss
Submitted by:	
Related Material:	BOARD COMMITMENT FORM – SY2025-2026.pdf



BOARD COMMITMENT FORM – FY2025

Your generosity of time, expertise, and resources makes it possible for us to advance our mission. Thank you! Please complete this form committing to all Board responsibilities for 202-2026 and return it to Cassie Anderson, Board Chair.

MISSION

- I will help shape and affirm the vision and mission of the organization.
- I will participate in the board's consistent monitoring of progress toward strategic plan milestones.

GOVERNANCE

- I will become familiar with the organization's corporate documents, including bylaws, committee charters, strategic plans, and board policies.
- I will offer support and counsel to the Head of School and hold that person accountable for results, through participating in an annual Head of School evaluation.
- I will maintain the confidentiality of sensitive board discussions.
- I will adhere to the organization's conflict of interest policies.
- I will help identify and cultivate potential new board members.

PARTICIPATION

- I will strive to attend 100% of board and committee meetings (see page 3 for board meeting schedule).
- I will prepare for and actively participate in board meetings.
- I will respond to requests via Board On Track

EVALUATION

- I will participate in board self-assessment and evaluation processes.

AMBASSADORSHIP

- I will serve as an ambassador for the organization in the community.

FUNDRAISING

- I will make a personally significant financial contribution to the organization (see page 2 for financial contribution). The board suggests a recommended floor amount of \$1,000.
- I will work with staff to steward current donors and cultivate new donor prospects.

EVENTS

- I will be present to meet with the staff at one staff meeting this school year.
- I will attend one school event per semester.
- I will consider hosting or co-hosting a donor cultivation event.

COMMITTEES

I will serve on at least one board committee:

- | | |
|---|---|
| ☐ Governance Committee | ☐ Academic Excellence Committee |
| ☐ Finance Committee | ☐ Facilities Committee |
| ☐ Diversity, Equity, and Inclusion Committee | ☐ Development & Foundation Committee |

Financial Contribution

In 2025-2026, I pledge the following financial contribution to the organization:

C3: _____

Total contribution: _____



BOARD MEETING SCHEDULE FOR SY 2025-2026

Annual Retreat: Friday, August 15, 2025

**Board Meetings: Monthly, 4:30 PM-5:30 PM at Spokane International Academy,
777 E Magnesium Rd., Spokane, WA 99208**

- **September 24, 2025**
- **October 22, 2025**
- **November 19, 2025**
- **December 17, 2025**
- **January 28, 2026**
- **February 25, 2026**
- **March 25, 2026**
- **April 22, 2026**
- **May 27, 2026**
- **June 24, 2026**
- **July 22, 2026**
- **August 26, 2026**

Coversheet

Board Committees

Section:	VII. Governance
Item:	C. Board Committees
Purpose:	Discuss
Submitted by:	
Related Material:	25-26 Board Committees (Responses) - Committees.pdf

Governance	Finance	DEI	Development & Foundation	Academic Excellence	Facilities
Cassie	Ron	Charina	Javier	John	Javier
Charina	John	Guillermo	Bob	David	Bob
Javier	Cassie	Maureen			
Guillermo	Javier				
	Ashlee				
	Guillermo				