



# Spokane International Academy

## Monthly Board Meeting

December

Published on December 12, 2025 at 3:57 PM PST  
Amended on December 14, 2025 at 12:12 PM PST

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### Date and Time

Wednesday December 17, 2025 at 4:30 PM PST

### Location

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

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### Agenda

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

	Purpose	Presenter	Time
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debate. A board member may request that 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. November Minutes	Approve Minutes		
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B. November Financials

C. Superintendent Board Policy

D. Approve Consent Agenda Items	Vote	Cassie Anderson	5 m
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**III. Public Comment**

**IV. Board Vice Chair 4:39 PM**

A. Ron Poplawski's Nomination	Vote	Cassie Anderson	3 m
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**V. Enrollment 4:42 PM**

A. Enrollment Update	Discuss	Morgen R Flowers-Washington	5 m
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B. Enrollment Window Opening	Discuss	Morgen Flowers-Washington	5 m
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**VI. Proposed Policy Change (Hair Color) 4:52 PM**

A. Student Presentation	Discuss	Associated Student Body	10 m
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[https://www.canva.com/design/DAG3qxyIG\\_s/1Fm-fsXYselCi6-FIXYxHg/view?utm\\_content=DAG3qxyIG\\_s&utm\\_campaign=designshare&utm\\_medium=link2&utm\\_source=uniqueLinks&utlId=ha60b0e915a](https://www.canva.com/design/DAG3qxyIG_s/1Fm-fsXYselCi6-FIXYxHg/view?utm_content=DAG3qxyIG_s&utm_campaign=designshare&utm_medium=link2&utm_source=uniqueLinks&utlId=ha60b0e915a)

B. Board Questions	Discuss	Cassie Anderson	5 m
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	Purpose	Presenter	Time
<b>C.</b> Vote on Proposed Policy Change	Vote	Cassie Anderson	2 m
<b>VII. Graduate Profile</b>			<b>5:09 PM</b>
<b>A.</b> Graduate Profile Work	Discuss	Melissa Pettey	15 m
<b>VIII. Head of School Report</b>			<b>5:24 PM</b>
<b>A.</b> HOS November Update	Discuss	Morgen Flowers-Washington	5 m
<b>B.</b> 25-26 Calendar	FYI	Morgen R Flowers-Washington	2 m
<b>IX. Governance</b>			<b>5:31 PM</b>
<b>A.</b> Board Committees Presentation	Discuss	Cassie Anderson	8 m
<ul style="list-style-type: none"> <li>• Governance Committee</li> <li>• Academic Excellence Committee</li> </ul>			
<b>B.</b> Compliance Training	Discuss	Cassie Anderson	5 m
<ul style="list-style-type: none"> <li>• Reminder</li> <li>• Board Opportunity - <a href="https://wssda.org/2025/11/virtual-leadership-academy-offered-february-4-5-and-7/">https://wssda.org/2025/11/virtual-leadership-academy-offered-february-4-5-and-7/</a></li> </ul>			
<b>C.</b> Required: Public Disclosure Form	Discuss	Cassie Anderson	5 m
<p>The purpose of this document is to provide disclosure. The Spokane International Academy Board operates according to its own bylaws and applicable law in regard to conflicts of interest. This form is a public document and will be available at the School for inspection by other board members, the staff, or the community. In addition, a copy of the form will be sent to the Commission.</p>			
<b>X. Other Business</b>			
<b>XI. Executive Session</b>			

	Purpose	Presenter	Time
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A governing body subject to the OPMA is allowed to go into executive sessions *only* for the reasons listed in [RCW 42.30.110](#).

**XII. Closing Items**

**5:49 PM**

**A.** Adjourn Meeting

Vote

Cassie Anderson

2 m

# Coversheet

## November Minutes

**Section:** II. Consent Agenda  
**Item:** A. November Minutes  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for Monthly Board Meeting on November 19, 2025  
2025\_11\_19\_board\_meeting\_minutes.pdf



# Spokane International Academy

## Minutes

### Monthly Board Meeting

November

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#### **Date and Time**

Wednesday November 19, 2025 at 4:30 PM

#### **Location**

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

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#### **Directors Present**

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

#### **Directors Absent**

David James, John Pell, Maureen Rosette

#### **Directors who left before the meeting adjourned**

Charina Carothers

#### **Guests Present**

Amy Bonanno, Morgen Flowers-Washington, Myra Keast, Nicole Peterson (remote), Sam Schweda, Seth Bilesky

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### **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 Nov 19, 2025 at 4:35 PM.

## **II. Consent Agenda**

### **A. October Minutes**

Ashlee Lent made a motion to approve the minutes from Monthly Board Meeting on 10-22-25.

Charina Carothers seconded the motion.

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

### **B. October Financials**

### **C. Policy 3416/3416P**

### **D. Policy 3245**

Although this policy does not currently apply to SIA, it is essential that we put it in place.

### **E. Policy 2020/2020P**

The policy is in place; procedure was added.

### **F. Grade Acceleration Policy**

### **G. Approve Consent Agenda Items**

Ashlee Lent made a motion to Approve Consent Agenda Items B-G.

Charina Carothers seconded the motion.

The list of policies submitted for Board vote today was provided by the WA Charter School Commission as critical policies to ensure compliance. SIA uses model policies from WSSDA and are edited to conform to SIA policies.

For future reference, the Board asks to highlight or identify revisions to existing policies. The board **VOTED** unanimously to approve the motion.

## **III. Enrollment Update**

### **A. Enrollment Report**

- 25-26 FTE as of this date: 848.87
- 25-26 Headcount as of this date: 861
- 12 Running Start students are not counted in the above numbers

- Two new students will starts 2nd grade next week.

## IV. Facilities

### A. Facilities Report

See the full presentation provided by Brad DeJager, Director of Facilities.

The following were briefly discussed and highlighted:

Projects within the las 12-15 months:

- Clean Buildings Act of WA
  - Compliance Deadline - June 1, 2027
  - EUI Target is 47; currently at 47.7 between July 2024-June 2025
  - Compliance documents due in Summer 2026
- Building Compliance and Inspections
  - Ongoing projects such as elevator, fire alarm, fire sprinkler system, fire extinguishers, and SRHD annual inspections
- Recent Improvements
  - Building Insulation
  - Insulated cooling tower lines and added heat trace lines
  - 10 new water source heat pumps
    - 8 in Summer 2024
    - 2 in Summer 2025
  - Cooling tower
    - Rebuilt cell #2; new heater in cell #3
- Growth Challenges
  - Parking
  - Building damage
  - IT Network capacity -estimated cost to replace equipment is \$200,000
- IT Projects
  - Purchased 300 new Chromebooks in the last two years
  - Additional 100 new Chromebooks arriving in December
  - Older Chromebooks will have to go to surplus
  - RFP for Internet expires in June 2026
    - Brad is gathering documentation to submit
  - Firewall
- Facilities Projects
  - Playground rock removal and reseeding completed in August 2025
  - Picnic tables for playground arriving in December
  - Painting of classrooms and bathrooms completed in August 2025
  - Replace front door closer

## V. Head of School Report

### A. HOS November Update & HOS School Goals Update

Refer to the November Update provided by Morgen Flowers-Washington, Head of School.

Morgen focused the discussion on the Head of School Goals.

#### Five Goals - On Track

1. **Build Systems for Data-Driven Decision Making** - in partnership with Simplicity Ed to strengthen SIA systems for data-driven decision-making.
2. **Develop a Succession and Continuity Plan** - The initial phase is now complete, including the development of both the formal Board policy version and the internal operations guide that outlines key roles and responsibilities for leadership continuity.
3. **Ensure Adherence to ARCs and End-of-Year Academic & Organizational Goals** - ARC one completed; now entering ARC 2
4. **Ensure Enrollment Stability and Fiscal Responsibility** - enrollment remains steady and school is in sound financial stability
5. **Explore the Feasibility of Expansion for Middle and High School**
  1. **Developing "Portrait of an SIA Graduate" framework**
  2. Ongoing enrollment and marketing efforts; targeting additional 25 students in Grades 6-12 next school year
  3. Adding one Kindergarten class next school year

### B. Giving Tuesday

GivingTuesday is on December 2nd. Campaign has begun and has been promoted via direct emails and social media.

### C. 25-26 Calendar

As always, you are invited to visit the school and attend any of the school events. Let Myra Keast know if you wish to attend any of our events.

## VI. Governance

### A. Board Committees-Report

Board committees have been formed.

- Governance Committee will meet on November 20th
- Finance Committee meets monthly one week prior to the Board meeting
- Academics Committee will meet on December 4th
- DEI Committee met on November 14th and will present at the March 25th Board meeting

Let Myra Keast know when your committee will be presenting at a future board meeting.

## **B. Trainings**

As of this date, two Board members have not completed their compliance training.

## **C. Board Resignation**

Bob Castle, Vice Chair, resigned from the Board on November 7, 2025.

Ron Poplawski is interested in taking the Vice Chair role, if no one else is interested.

Cassie Anderson would like to expand the Board, and will be meeting with one school parent who is interested in joining.

The board would also like to see a youth board member in the future; possibly high school students.

Charina Carothers left at 5:38 PM.

Nicole Peterson, Staff, left at 5:40 PM

Amy Bonanno, Staff, let at 5:45 PM

## **VII. 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 5:53 PM.

Respectfully Submitted,  
Cassie Anderson

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## **Documents used during the meeting**

- Average\_Enrollment\_11-25.pdf
- Facilities Update November 2025.pdf

- \_Head of School Update- November 2025.pdf

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The next Board meeting will be on Wednesday, December 17, 2025, at 4:30 PM, Spokane International Academy, Media Center.

DRAFT



# Spokane International Academy

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# Coversheet

## November Financials

**Section:** II. Consent Agenda  
**Item:** B. November Financials  
**Purpose:**  
**Submitted by:**  
**Related Material:** Additional\_notes\_for\_AP\_Payroll-Nov.xlsx  
Nov\_mid\_AP\_2025.pdf  
Nov\_EOM\_AP\_2025\_ASB.pdf  
Nov\_Mid\_AP\_2025\_Private.pdf  
Nov\_EOM\_AP\_2025.pdf  
Nov\_EOM\_AP\_2025\_ASB.pdf  
Nov\_EOM\_AP\_2025\_Private.pdf  
Wire\_register\_11.25.pdf  
Nov\_Payroll\_2025.pdf  
Payroll\_as\_a\_percent\_of\_Exp (4).xlsx  
CF25.26 (2).xlsx  
CF24.25 (4).xlsx  
Nov.\_2025\_Budget\_Status\_Report.pdf

## 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-Nov.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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$39,306.83. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:  
Warrant Numbers 20453 through 20476, totaling \$39,306.83

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

Check Nbr	Vendor Name	Check Date	Check Amount
20453	AMAZON CAPITAL SERVICES	11/14/2025	2,686.98
20454	CITY OF SPOKANE	11/14/2025	3,361.54
20455	CONTINUUM OFFICE ENVIRONMENTS,	11/14/2025	325.61
20456	DE LAGE LANDEN FINANCIAL SERVI	11/14/2025	1,217.33
20457	DODD, RYLIE	11/14/2025	63.88
20458	DRY BOX INC	11/14/2025	8,837.10
20459	EMBROIDERED SPORTSWEAR, INC	11/14/2025	1,350.12
20460	EXPRESS SERVICE, INC.	11/14/2025	3,597.60
20461	FLOWERS WASHINGTON, MORGEN	11/14/2025	285.18
20462	FRANCIS, JESSICA M	11/14/2025	35.33
20463	GARBANZO LLC	11/14/2025	499.00
20464	GUIDEONE INSURANCE COMPANY	11/14/2025	7,744.75
20465	HOFFMAN MUSIC	11/14/2025	505.05
20466	JOHNSON CONTROLS FIRE PROTECTI	11/14/2025	1,541.58
20467	KEAST, MYRA	11/14/2025	63.80
20468	LEAF CAPITAL FUNDING, LLC.	11/14/2025	54.28
20469	MOON SECURITY SERVICE INC	11/14/2025	193.35
20470	PATRIOT FIRE PROTECTION, INC	11/14/2025	1,010.27
20471	PRO MECHANICAL SERVICES, INC	11/14/2025	2,452.78
20472	PURE FILTRATION PRODUCTS, INC	11/14/2025	2,019.15
20473	RAPTOR ROOTER & PLUMBING	11/14/2025	218.57
20474	RIVERSIDE INSIGHTS	11/14/2025	872.85
20475	SPRAGUE PEST SOLUTIONS	11/14/2025	119.80
20476	VENTRIS LEARNING LLC	11/14/2025	250.93

24 Computer Check(s) For a Total of 39,306.83

	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
	24	Computer	Checks For a Total of	39,306.83
Total For	24	Manual, Wire Tran, ACH & Computer	Checks	39,306.83
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	39,306.83

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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$201.50. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:  
Warrant Numbers 20486 through 20486, totaling \$201.50

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

Check Nbr	Vendor Name	Check Date	Check Amount
20486	KIWANIS INTERNATIONAL	11/28/2025	201.50
1	Computer	Check(s) For a Total of	201.50

	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	201.50
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	201.50
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	201.50

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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$118.44. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PRIVATE:  
Warrant Numbers 1434 through 1435, totaling \$118.44

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

Check Nbr	Vendor Name	Check Date	Check Amount
1434	FLOWERS WASHINGTON, MORGEN	11/14/2025	31.07
1435	SANDERS, MATHIAS	11/14/2025	87.37
2	Computer	Check(s) For a Total of	118.44

	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	118.44
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	118.44
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	118.44

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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$224,620.39. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC: Warrant Numbers 20487 through 20517, totaling \$224,620.39

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

Check Nbr	Vendor Name	Check Date	Check Amount
20487	AMAZON CAPITAL SERVICES	11/28/2025	2,971.80
20488	AUTO-CHLOR SYSTEM	11/28/2025	355.94
20489	Avista	11/28/2025	15,431.05
20490	BASSETT, EMILY	11/28/2025	18.98
20491	BRAUN, RODNEY	11/28/2025	3,412.50
20492	CENTURYLINK	11/28/2025	272.56
20493	CHARLIE'S PRODUCE	11/28/2025	3,721.80
20494	COLLEGE BOARD	11/28/2025	757.26
20495	COMCAST BUSINESS	11/28/2025	387.17
20496	CONTINUUM OFFICE ENVIRONMENTS,	11/28/2025	692.60
20497	COPELAND, TABATHA	11/28/2025	313.56
20498	EDNETICS NETWORK	11/28/2025	13,112.92
20499	EXPRESS SERVICE, INC.	11/28/2025	704.53
20500	FATBEAM LLC	11/28/2025	556.00
20501	FLOWERS WASHINGTON, MORGEN	11/28/2025	68.37
20502	GOJOE PATROL INC	11/28/2025	1,056.54
20503	GOLD STAR FOODS OF IDAHO, INC	11/28/2025	22,993.80
20504	GREENSCAPE	11/28/2025	3,324.83
20505	HARLOW'S SCHOOL BUS SERVICE IN	11/28/2025	88,474.71
20506	INLAND NORTHWEST THERAPY, LLC	11/28/2025	37,783.50
20507	KUTAK ROCK LLP	11/28/2025	1,432.50
20508	MACKIN & LITTLE, INC	11/28/2025	983.77
20509	OSPI CHILD NUTRITION SERVICES	11/28/2025	3,215.91
20510	ROYAL BUSINESS SYSTEMS, INC	11/28/2025	1,699.12
20511	SECURLY, INC.	11/28/2025	14,906.61
20512	SPRAGUE PEST SOLUTIONS	11/28/2025	119.80
20513	STAPLES ADVANTAGE	11/28/2025	2,215.71
20514	STATE AUDITOR'S OFFICE	11/28/2025	2,225.60
20515	SWANSON'S REFRIGERATION AND RE	11/28/2025	1,146.88
20516	WSIPC	11/28/2025	189.12
20517	ZOOM VIDEO COMMUNICATIONS INC.	11/28/2025	74.95

Check Nbr	Vendor Name	Check Date	Check Amount
31	Computer	Check(s) For a Total of	224,620.39

	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	224,620.39
Total For	31	Manual, Wire Tran, ACH & Computer	Checks	224,620.39
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	224,620.39

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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$201.50. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:  
Warrant Numbers 20486 through 20486, totaling \$201.50

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

Check Nbr	Vendor Name	Check Date	Check Amount
20486	KIWANIS INTERNATIONAL	11/28/2025	201.50
1	Computer	Check(s) For a Total of	201.50

	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	201.50
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	201.50
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	201.50

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 December 17, 2025, the board, by a \_\_\_\_\_ vote, approves payments, totaling \$252.08. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PRIVATE:  
Warrant Numbers 1436 through 1437, totaling \$252.08

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

Check Nbr	Vendor Name	Check Date	Check Amount
1436	BILESKEY, SETH	11/28/2025	110.86
1437	SANDERS, MATHIAS	11/28/2025	141.22
2	Computer	Check(s) For a Total of	252.08

	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	252.08
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	252.08
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	252.08

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 December 17, 2025 the board, by a \_\_\_\_\_ vote, approves payments, totaling \$102,346.18. The payments are further identified in this document. Total by Payment Type for Private/Public Account, Columbia BANK: Wire/ACH payments totaling \$102,346.18.

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

Board Member \_\_\_\_\_ Board Member \_\_\_\_\_

Board Member \_\_\_\_\_ Board Member \_\_\_\_\_

Type	Vendor Name		Date	Amount
ACH	Umpqua Credit Card	October Statement	11/14/2025	\$ 6,871.18
ACH	SIA-Magnesium		11/24/2025	\$ 95,475.00
		2 ACH/Wire	For a Total of	\$ 102,346.18

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

As of December 17, 2025, the board, by a \_\_\_\_\_ vote, does approve for payment those checks (warrants) included in the following list and further described as follows: COLUMBIA BANK - COLUMBIA BANK - PUBLIC  
 Check Number 20480 through 20481  
 and for payment those Direct Deposits included in the following list and further described as follows: COLUMBIA BANK - COLUMBIA BANK - PUBLIC  
 Direct Deposit Number 900008195 through 900008313  
 in the total amount of \$856,789.29.

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

Board Member \_\_\_\_\_ Board Member \_\_\_\_\_

Board Member \_\_\_\_\_ Board Member \_\_\_\_\_

4pacpv04.p SPOKANE INTERNATIONAL ACADEMY 5:45 PM 11/21/25  
 05.25.10.00.00-010051 PAY SUMMARY FOR PR / Payroll - AFTER CALCS PAGE: 1  
 CHECK DATE: 11/28/2025 PERIOD ENDING DATE: 11/28/2025  
 HR\PA\CP\PE - 748 - Board

<u>PAY</u>	<u>DESCRIPTION</u>	<u>COUNT</u>	<u>FACTOR</u>	<u>HOURS</u>	<u>GROSS</u>	<u>RETIRE HOURS</u>
BENE5	BENES - NO PAY	2	1.0000			
CAPR3	ASSOCIATE PR	3	2.0000		21,888.09	240.00
CASP3	ADMIN OFFICE	1	1.0000		4,587.90	120.00
CCF3	COMM OUTREACH	1	1.0000		3,332.16	104.00
CCFO3	CHIEF FIN OFF	1	1.0000		11,777.09	120.00
CCOU3	COUNSELOR	5	3.0000		17,325.00	360.00
CCUS4	FACILITIES	5	5.0000		17,820.68	600.00
CDOP3	DIR OF OPS	6	2.0000		13,708.34	240.00
CDSS3	DIR OF SPECIAL	7	3.0000		28,177.39	300.00
CIA3	INST AIDE	88	29.0000		68,220.62	3262.50
CINT3	INT COACH	4	4.0000		23,315.99	480.00
CKIT4	KITCHEN MGR	1	1.0000		3,126.04	120.00
CKTA4	KITCHEN ASSIST	3	3.0000		7,213.08	360.00
CLGY5	LONGEVITY	32	31.0000		9,250.03	
CMGB3	BUS GENERALIST	1	1.0000		3,205.84	80.00
CMGF3	MANAGER FINANCE	1	1.0000		5,049.80	120.00
CMGH3	HR SPECIALIST	1	1.0000		4,610.20	120.00
CNUR3	NURSE	3	1.0000		5,202.12	120.00
COF23	OFFICE ASSIST	4	1.0000		2,440.02	120.00
COFF3	OFFICE ASSIST	13	4.0000		9,807.85	360.00
CSP25	SUPPLEMENTAL	4	3.0000		750.01	47.50
CSP35	SUPPLEMENTAL	2	1.0000		214.29	5.30
CSUP3	SUPERINTENDENT	4	1.0000		15,416.67	120.00
CTC13	TEACHER	136	55.0000		321,731.76	6400.00
CTSU3	BLDG SUB	6	2.0000		5,529.49	240.02
LWOP3	LWOP	3		-27.5000	-1,275.48	-27.50
SUP15	SUPPLEMENTAL	7	8.0000		619.48	15.00
SUP25	SUPPLEMENTAL	15	19.0000		1,925.00	17.00
SUP35	SUPPLEMENTAL	2	2.0000		750.00	9.00
TADM3	ADMIN OFFICE	1		2.0000	64.08	2.00
TIA3	INST AIDE	14		-63.5000	-1,392.22	-63.50
TKII4	KITCHEN ASST	4		73.7500	1,469.92	73.80
TKIT4	KITCHEN MGR	1		3.0000	75.63	3.00

CHECK DATE: 11/28/2025 PERIOD ENDING DATE: 11/28/2025

HR\PA\CP\PE - 748 - Board

<u>PAY</u>	<u>DESCRIPTION</u>	<u>COUNT</u>	<u>FACTOR</u>	<u>HOURS</u>	<u>GROSS</u>	<u>RETIRE HOURS</u>
TOFF3	OFFICE ASST	4		-69.0000	-1,377.25	-69.00
TOV4	OVERTIME	2		26.0000	872.64	26.10
TSU23	SUBSTITUTE	14		68.5000	1,528.94	68.48
TSUB3	SUBSTITUTE	1		7.5000	150.00	7.50
	REPORT TOTAL	402	187.0000	20.7500	607,111.20	14101.20

CHECK DATE: 11/28/2025 PERIOD ENDING DATE: 11/28/2025

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
1FIC	FICA	FICA	400	36,911.52
1FIT	FED INC TAX	FEDERAL TAX	400	39,306.02
1FIT+	FIT ADD AMT	FEDERAL TAX	64	4,979.00
1MED	MEDICARE	MEDICARE	400	8,632.51
1PFML	WA PAID FML	PFML	400	3,994.83
1ReE0	SERS PLAN 0	RETIREMENT	3	
1ReE2	SERS PLAN 2	RETIREMENT	149	8,895.38
1ReE3	SERS PLAN 3	RETIREMENT	31	2,122.96
1ReT0	TRS PLAN 0	RETIREMENT	33	
1ReT2	TRS 2	RETIREMENT	145	16,230.49
1ReT3	TRS PLAN 3	RETIREMENT	97	15,107.44
1WC	WORKERS' COMP	WORKERS' COMP	400	2,125.31
1WLTC	WA LTC	LONG-TERM CARE	390	3,418.99
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	233.34
HEHSA	Health Eqty-HSA	OTH BEF TAX	5	729.00
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
KWSER	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%		40	130.09
LTD60	Emp Pd LTD 60%		132	775.90
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	13	68.00
PMSR	Prem HMCrEPOE/S	OTH BEF TAX	3	68.00
PSCR	Prem Std PPOE/C	OTH BEF TAX	7	355.00
PSER	Prem Std PPOEMP	OTH BEF TAX	31	948.00
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	13	750.00
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
VUER	UMP Achieve1EMP	OTH BEF TAX	29	660.00

CHECK DATE: 11/28/2025 PERIOD ENDING DATE: 11/28/2025

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
VUFR	UMP Achieve1FAM OTH BEF TAX		7	240.00
			3341	161,268.71

CHECK DATE: 11/28/2025 PERIOD ENDING DATE: 11/28/2025

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
1FIC	FICA	FICA	400	36,911.52
1MED	MEDICARE	MEDICARE	400	8,632.51
1PFML	WA PAID FML	PFML	400	1,590.58
1ReE0	SERS PLAN 0	RETIREMENT	3	
1ReE2	SERS PLAN 2	RETIREMENT	150	9,154.38
1ReE3	SERS PLAN 3	RETIREMENT	31	1,874.02
1ReT0	TRS PLAN 0	RETIREMENT	41	
1ReT2	TRS PLAN 2	RETIREMENT	145	16,656.55
1ReT3	TRS PLAN 3	RETIREMENT	97	17,406.47
1UC	UNEMPLOYMENT	UNEMPLOY COMP	400	2,516.00
1WC	WORKERS' COMP	WORKERS' COMP	400	4,474.81
SEBB	SEBB		280	150,305.00
VHSS1	UMP CDHP EE HSA		7	156.25
			2754	249,678.09

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

## 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](#):

Payroll\_as\_a\_percent\_of\_Exp (4).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](#):

CF25.26 (2).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](#):

CF24.25 (4).xlsx

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 November, 2025

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
<b>A. REVENUES/OTHER FIN. SOURCES</b>						
1000 LOCAL TAXES	0	.00	.00		.00	0.00
2000 LOCAL SUPPORT NONTAX	229,500	12,913.89	39,409.96		190,090.04	17.17
3000 STATE, GENERAL PURPOSE	10,822,475	493,531.04	2,842,779.58		7,979,695.42	26.27
4000 STATE, SPECIAL PURPOSE	2,701,511	139,014.44	610,614.61		2,090,896.39	22.60
5000 FEDERAL, GENERAL PURPOSE	0	.00	.00		.00	0.00
6000 FEDERAL, SPECIAL PURPOSE	1,154,623	99,190.66	129,522.26		1,025,100.74	11.22
7000 REVENUES FR OTH SCH DIST	0	.00	.00		.00	0.00
8000 OTHER AGENCIES AND ASSOCIATES	400,000	650.00	650.00		399,350.00	0.16
9000 OTHER FINANCING SOURCES	0	.00	.00		.00	0.00
<u>Total REVENUES/OTHER FIN. SOURCES</u>	15,308,109	745,300.03	3,622,976.41		11,685,132.59	23.67
<b>B. EXPENDITURES</b>						
00 Regular Instruction	7,294,596	602,048.94	1,949,700.34	5,488,605.04	143,709.38-	101.97
10 Federal Stimulus	0	.00	.00	0.00	.00	0.00
20 Special Ed Instruction	1,668,937	145,935.76	392,517.23	946,290.69	330,129.08	80.22
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	40,375.14	126,022.11	365,794.93	373,514.96	56.84
70 Other Instructional Pgms	45,151	4,776.99	13,111.31	35,153.08	3,113.39-	106.90
80 Community Services	0	4,349.90	4,349.90	0.00	4,349.90-	0.00
90 Support Services	5,263,836	441,105.64	1,215,951.74	2,165,318.28	1,882,565.98	64.24
<u>Total EXPENDITURES</u>	15,137,852	1,238,592.37	3,701,652.63	9,001,162.02	2,435,037.35	83.91
<b>C. OTHER FIN. USES TRANS. OUT (GL 536)</b>						
	0	.00	.00			
<b>D. OTHER FINANCING USES (GL 535)</b>						
	0	.00	.00			
<b>E. EXCESS OF REVENUES/OTHER FIN.SOURCES OVER(UNDER) EXP/OTH FIN USES (A-B-C-D)</b>						
	170,257	493,292.34-	78,676.22-		248,933.22-	146.21-
<b>F. TOTAL BEGINNING FUND BALANCE</b>						
	3,750,000		4,913,733.42			
<b>G. GLS 896, 897, 898 ACCOUNTING CHANGES AND ERROR CORRECTIONS (+OR-)</b>						
	XXXXXXXX		.00			
<b>H. TOTAL ENDING FUND BALANCE (E+F + OR - G)</b>						
	3,920,257		4,835,057.20			

I. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 815 Restrict Unequalized Deduct Rev	0	.00
G/L 821 Restrictd for Carryover	0	.00
G/L 823 Restricted for Carryover of Tra	0	.00
G/L 825 Restricted for Skills Center	0	.00
G/L 828 Restricted for C/O of FS Rev	0	.00
G/L 830 Restricted for Debt Service	0	.00
G/L 835 Restrictd For Arbitrage Rebate	0	.00
G/L 840 Nonspnd FB - Invent/Prepd Itms	0	.00
G/L 845 Restricted for Self-Insurance	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 870 Committed to Other Purposes	0	.00
G/L 872 Committed to Econmc Stabilizatn	0	.00
G/L 873 Committed to Depreciation Sub-F	0	.00
G/L 875 Assigned Contingencies	0	.00
G/L 884 Assigned to Other Cap Projects	0	.00
G/L 888 Assigned to Other Purposes	0	.00
G/L 890 Unassigned Fund Balance	3,920,257	4,589,906.25
G/L 891 Unassigned Min Fnd Bal Policy	0	.00
<u>TOTAL</u>	3,920,257	4,589,906.25
Differences	0	245,150.95-

Note: A difference in the annual budget column represents an error between Revenue, Expenditure, Residual Equity Transfer accounts and Fund Balance ledger accounts. In the Actual For Year column the arithmetically displayed Fund Balance is different than the posted Fund Balance.

Exception s Found:

10 815 2025 G/L ACCOUNT DESC MISSING  
10 823 2025 G/L ACCOUNT DESC MISSING  
10 825 2025 G/L ACCOUNT DESC MISSING  
10 828 2025 G/L ACCOUNT DESC MISSING  
10 830 2025 G/L ACCOUNT DESC MISSING  
10 835 2025 G/L ACCOUNT DESC MISSING  
10 845 2025 G/L ACCOUNT DESC MISSING  
10 850 2025 G/L ACCOUNT DESC MISSING  
10 870 2025 G/L ACCOUNT DESC MISSING  
10 872 2025 G/L ACCOUNT DESC MISSING  
10 873 2025 G/L ACCOUNT DESC MISSING  
10 875 2025 G/L ACCOUNT DESC MISSING  
10 884 2025 G/L ACCOUNT DESC MISSING  
10 888 2025 G/L ACCOUNT DESC MISSING  
10 891 2025 G/L ACCOUNT DESC MISSING  
10 896 2025 G/L ACCOUNT DESC MISSING  
10 897 2025 G/L ACCOUNT DESC MISSING

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 November, 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	15,000	5,425.00	5,716.09		9,283.91	38.11
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	5,425.00	5,716.09		9,283.91	38.11
<u>B. EXPENDITURES</u>						
00 Regular Instruction	0	339.45	629.06	0.00	629.06-	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	266.57	733.07	0.00	14,266.93	4.89
<u>Total EXPENDITURES</u>	15,000	606.02	1,362.13	0.00	13,637.87	9.08
<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>	0	4,818.98	4,353.96		4,353.96	0.00
<u>F. TOTAL BEGINNING FUND BALANCE</u>	350,000		.00			
<u>G. GLS 896, 897, 898 ACCOUNTING</u> <u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
<u>H. TOTAL ENDING FUND BALANCE</u> <u>(E+F + OR - G)</u>	350,000		4,353.96			

I. ENDING FUND BALANCE ACCOUNTS:

G/L 810 Restricted For Other Items	0	.00
G/L 815 Restrict Unequalized Deduct Rev	0	.00
G/L 821 Restrictd for Carryover	0	.00
G/L 823 Restricted for Carryover of Tra	0	.00
G/L 825 Restricted for Skills Center	0	.00
G/L 828 Restricted for C/O of FS Rev	0	.00
G/L 830 Restricted for Debt Service	0	.00
G/L 835 Restrictd For Arbitrage Rebate	0	.00
G/L 840 Nonspnd FB - Invent/Prepd Itms	0	.00
G/L 845 Restricted for Self-Insurance	0	.00
G/L 850 Restricted for Uninsured Risks	0	.00
G/L 870 Committed to Other Purposes	0	.00
G/L 872 Committed to Econmc Stabilizatn	0	.00
G/L 873 Committed to Depreciation Sub-F	0	.00
G/L 875 Assigned Contingencies	0	.00
G/L 884 Assigned to Other Cap Projects	0	.00
G/L 888 Assigned to Other Purposes	0	.00
G/L 890 Unassigned Fund Balance	350,000	249,504.91
G/L 891 Unassigned Min Fnd Bal Policy	0	.00
<u>TOTAL</u>	350,000	249,504.91
Differences	0	245,150.95

Note: A difference in the annual budget column represents an error between Revenue, Expenditure, Residual Equity Transfer accounts and Fund Balance ledger accounts. In the Actual For Year column the arithmetically displayed Fund Balance is different than the posted Fund Balance.

Exception s Found:

17 810 2025 G/L ACCOUNT DESC MISSING  
17 815 2025 G/L ACCOUNT DESC MISSING  
17 821 2025 G/L ACCOUNT DESC MISSING  
17 823 2025 G/L ACCOUNT DESC MISSING  
17 825 2025 G/L ACCOUNT DESC MISSING  
17 828 2025 G/L ACCOUNT DESC MISSING  
17 830 2025 G/L ACCOUNT DESC MISSING  
17 835 2025 G/L ACCOUNT DESC MISSING  
17 840 2025 G/L ACCOUNT DESC MISSING  
17 845 2025 G/L ACCOUNT DESC MISSING  
17 850 2025 G/L ACCOUNT DESC MISSING  
17 870 2025 G/L ACCOUNT DESC MISSING  
17 872 2025 G/L ACCOUNT DESC MISSING  
17 873 2025 G/L ACCOUNT DESC MISSING  
17 875 2025 G/L ACCOUNT DESC MISSING  
17 884 2025 G/L ACCOUNT DESC MISSING  
17 888 2025 G/L ACCOUNT DESC MISSING  
17 891 2025 G/L ACCOUNT DESC MISSING  
17 896 2025 G/L ACCOUNT DESC MISSING  
17 897 2025 G/L ACCOUNT DESC MISSING  
17 898 2025 G/L ACCOUNT DESC MISSING

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 November, 2025

	ANNUAL BUDGET	ACTUAL FOR MONTH	ACTUAL FOR YEAR	ENCUMBRANCES	BALANCE	PERCENT
<b>A. REVENUES</b>						
1000 General Student Body	29,000	97.38	2,224.38		26,775.62	7.67
2000 Athletics	0	.00	.00		.00	0.00
3000 Classes	0	.00	.00		.00	0.00
4000 Clubs	39,200	1,321.00	3,182.00		36,018.00	8.12
6000 Private Moneys	0	.00	.00		.00	0.00
<u>Total REVENUES</u>	68,200	1,418.38	5,406.38		62,793.62	7.93
<b>B. EXPENDITURES</b>						
1000 General Student Body	23,650	3,115.23	3,115.23	0.00	20,534.77	13.17
2000 Athletics	0	.00	.00	0.00	.00	0.00
3000 Classes	0	.00	.00	0.00	.00	0.00
4000 Clubs	39,200	201.50	201.50	0.00	38,998.50	0.51
6000 Private Moneys	0	.00	.00	0.00	.00	0.00
<u>Total EXPENDITURES</u>	62,850	3,316.73	3,316.73	0.00	59,533.27	5.28
<b>C. EXCESS OF REVENUES</b>						
<u>OVER(UNDER) EXPENDITURES (A-B)</u>	5,350	1,898.35-	2,089.65		3,260.35-	60.94-
<b>D. TOTAL BEGINNING FUND BALANCE</b>						
	1,000		16,096.42			
<b>E. GLS 896, 897, 898 ACCOUNTING</b>						
<u>CHANGES AND ERROR CORRECTIONS (+OR-)</u>	XXXXXXXXX		.00			
<b>F. TOTAL ENDING FUND BALANCE</b>						
<u>C+D + OR - E)</u>	6,350		18,186.07			
<b>G. ENDING FUND BALANCE ACCOUNTS:</b>						
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		18,186.07			
G/L 890 Unassigned Fund Balance	0		.00			
<u>TOTAL</u>	6,350		18,186.07			

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

# Coversheet

## Superintendent Board Policy

**Section:** II. Consent Agenda  
**Item:** C. Superintendent Board Policy  
**Purpose:**  
**Submitted by:**  
**Related Material:** Superintendent Board Policy.pdf



Book: WSSDA Model Policies

Section: 1000 - Board of Directors

Title: Evaluation of the Superintendent

Number: 1630

The board will establish evaluative criteria and will be responsible for evaluating the performance of the Head of School.

The Head of School will have the opportunity for confidential conferences with the board members, for the purpose of aiding the Head of School in their performance. The board, on the basis of the evaluation, may terminate, renew, or extend the Head of School's contract for periods not to exceed three years. Pursuant to state law, RCW 28a.150.230, names the school board as responsible "to adopt policies to:

(a) Establish performance criteria and an evaluation process for its Head of School..." and through RCW 42.30.110(g) dictates the use of executive sessions for evaluating the performance of public employees.

In addition, state law, RCW 28A.405.100, requires that the evaluation process look at these eight categories at a minimum:

- knowledge of, experience in, and training in recognizing good professional performance, capabilities, and development;
- school administration and management;
- school finance;
- professional preparation and scholarship;
- effort toward improvement when needed;

- interest in pupils, employees, patrons, and subjects taught in school;
- leadership;
- and the ability and performance of the evaluation of school personnel.

WSSDA provides a goal-centered model to support the effective evaluation of the Head of School.

#### Legal References

RCW 28A.400.010 Employment of Head of School qualifications, general powers, term, contract renewal WSSDA Head of School Evaluation

# Coversheet

## Enrollment Update

**Section:** V. Enrollment  
**Item:** A. Enrollment Update  
**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	72.00	72.00							71.25	70.00	1.25
1	92.00	92.00	94.00	94.00							93.00	93.00	-
2	69.00	71.00	70.00	70.00							70.00	70.00	-
3	94.00	92.00	92.00	92.00							92.50	93.00	(0.50)
4	93.00	95.00	95.00	95.00							94.50	93.00	1.50
5	92.00	94.00	96.00	96.00							94.50	93.00	1.50
6	88.00	86.00	86.00	84.00							86.00	87.00	(1.00)
7	89.00	85.00	85.00	85.00							86.00	87.00	(1.00)
8	69.00	66.00	66.00	65.00							66.50	56.00	10.50
9	44.00	45.00	45.00	41.00							43.75	56.00	(12.25)
10	38.00	38.00	39.00	36.00							37.75	39.00	(1.25)
11	9.60	8.40	8.40	8.40							8.70	9.00	(0.30)
12	2.40	2.40	2.40	2.40							2.40	5.00	(2.60)
	848.00	847.80	850.80	840.80	-	-	-	-	-	-	846.85	851.00	(4.15)

25-26 Enrollment - Headcount													
	9	10	11	12	1	2	3	4	5	6	Total Ave.	Budget	Variance
K	68.00	73.00	72.00	72.00							71.25	70.00	1.25
1	92.00	92.00	94.00	94.00							93.00	93.00	-
2	69.00	71.00	70.00	70.00							70.00	70.00	-
3	94.00	92.00	92.00	92.00							92.50	93.00	(0.50)
4	93.00	95.00	95.00	95.00							94.50	93.00	1.50
5	92.00	94.00	96.00	96.00							94.50	93.00	1.50
6	88.00	86.00	86.00	84.00							86.00	87.00	(1.00)
7	89.00	85.00	85.00	85.00							86.00	87.00	(1.00)
8	69.00	66.00	66.00	65.00							66.50	56.00	10.50
9	44.00	45.00	45.00	41.00							43.75	56.00	(12.25)
10	38.00	38.00	39.00	36.00							37.75	39.00	(1.25)
11	18.00	17.00	17.00	17.00							17.25	9.00	8.25
12	4.00	4.00	4.00	4.00							4.00	5.00	(1.00)
	858.00	858.00	861.00	851.00	-	-	-	-	-	-	857.00	851.00	6.00

\*\* 10 Running Start students not counted in the above numbers

# Coversheet

## Graduate Profile Work

**Section:** VII. Graduate Profile  
**Item:** A. Graduate Profile Work  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Introduction & HS Expansion.pdf

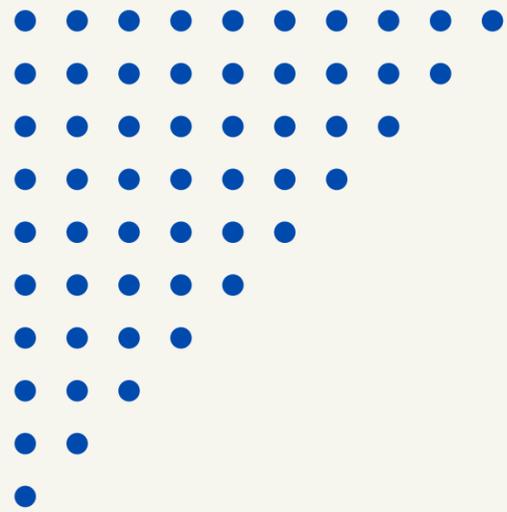
# INTRODUCTION & HS GROWTH



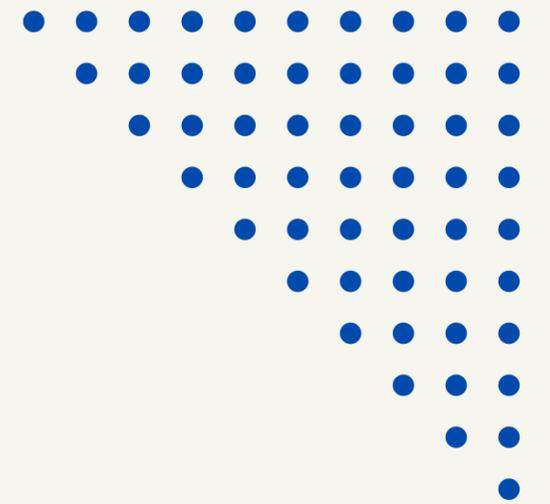
# WHO AM I

- Leader in Residence @ ESWA
- Director of Program Development and Student Success @ SIA
- Founding School Principal: SIA Middle Academy & Lumen High School
- Director of K-12 College and Career Readiness, Spokane Public Schools
- School Counselor at Heart
- Systems Thinker
- Deeply Relational
- Mission Driven





# EXCELLENT SCHOOLS WASHINGTON



My role at SIA focuses on K–12 success strategies and program development in partnership with ESWA.



**Excellent  
Schools**  
WASHINGTON

# EWSA

Excellent Schools Washington (ESWA) is a nonprofit focused on **expanding access** to high-quality, **innovative** public schools, especially charter schools, for **underserved students** in Washington State, aiming to create diverse, student-centered **options** through funding, collaboration, and policy advocacy for better educational outcomes. Their mission involves supporting **new school development**, sharing **best practices**, **empowering families**, and fostering **equitable access** to successful educational pathways for all kids.



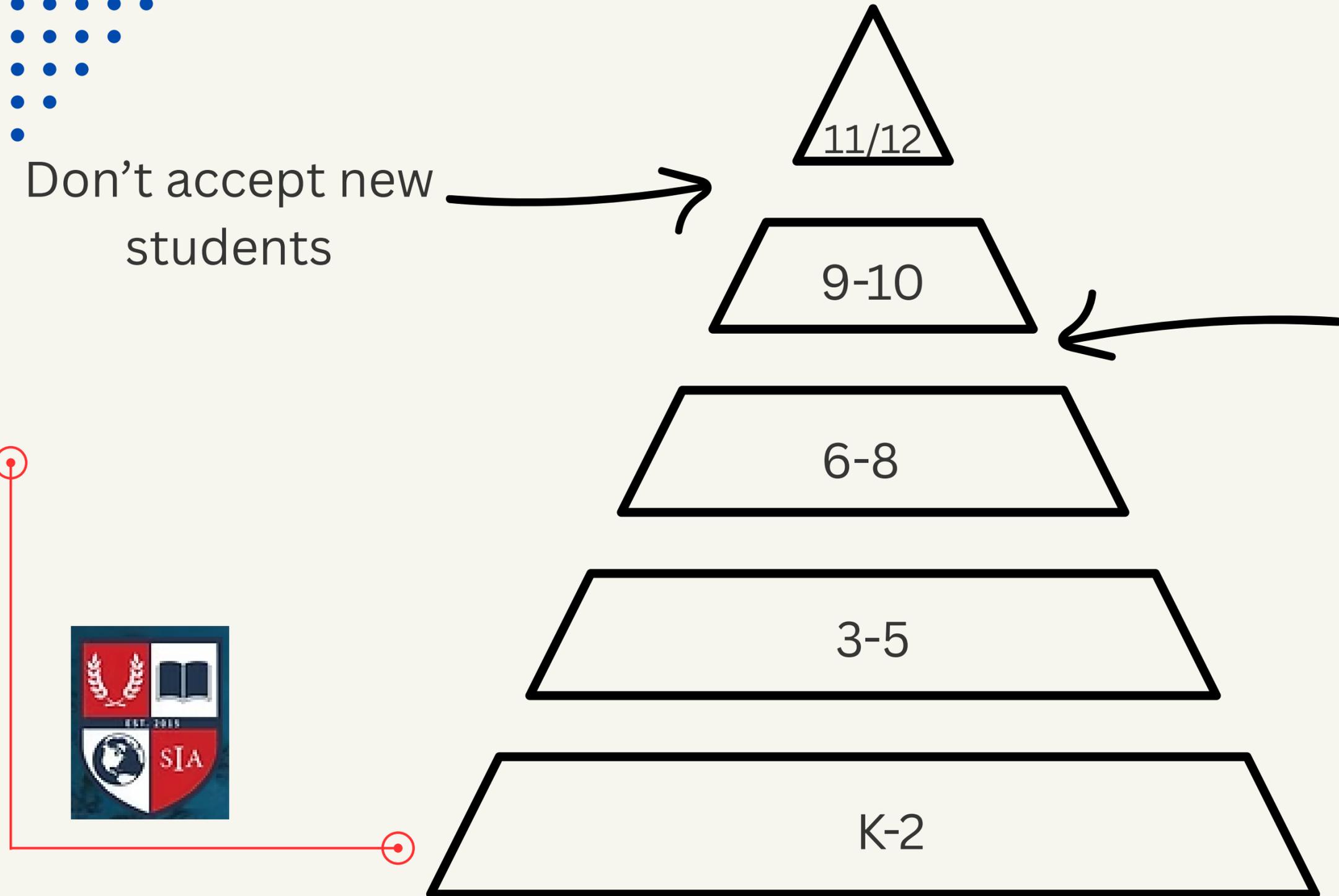
Powered by BoardOnTrack

# EWSA & SIA

- Funding & Grants: Provide grants to visionary leaders to launch new, high-quality school models in Washington.
- Collaboration: Convene educators, community leaders, and funders to improve educational attainment.
- Advocacy: Support policies that promote educational equity and excellence.
- Resources: Offer thought partnership and resources to new and existing schools.

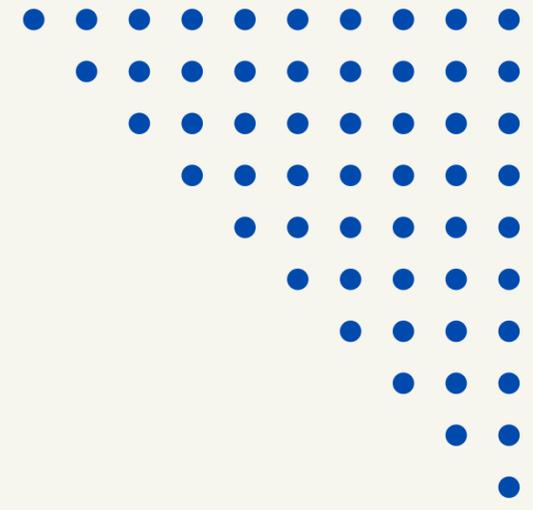
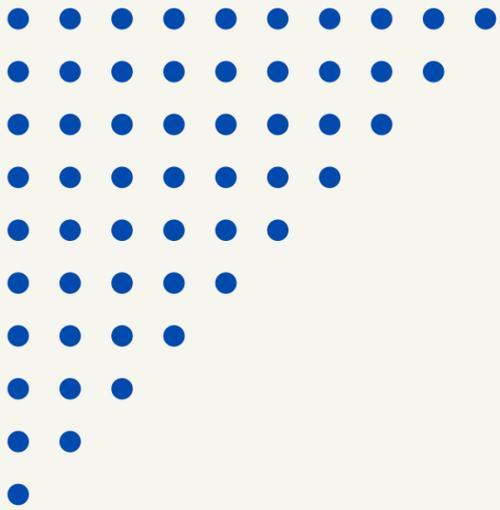


# EXPECTATION OF ENROLLMENT

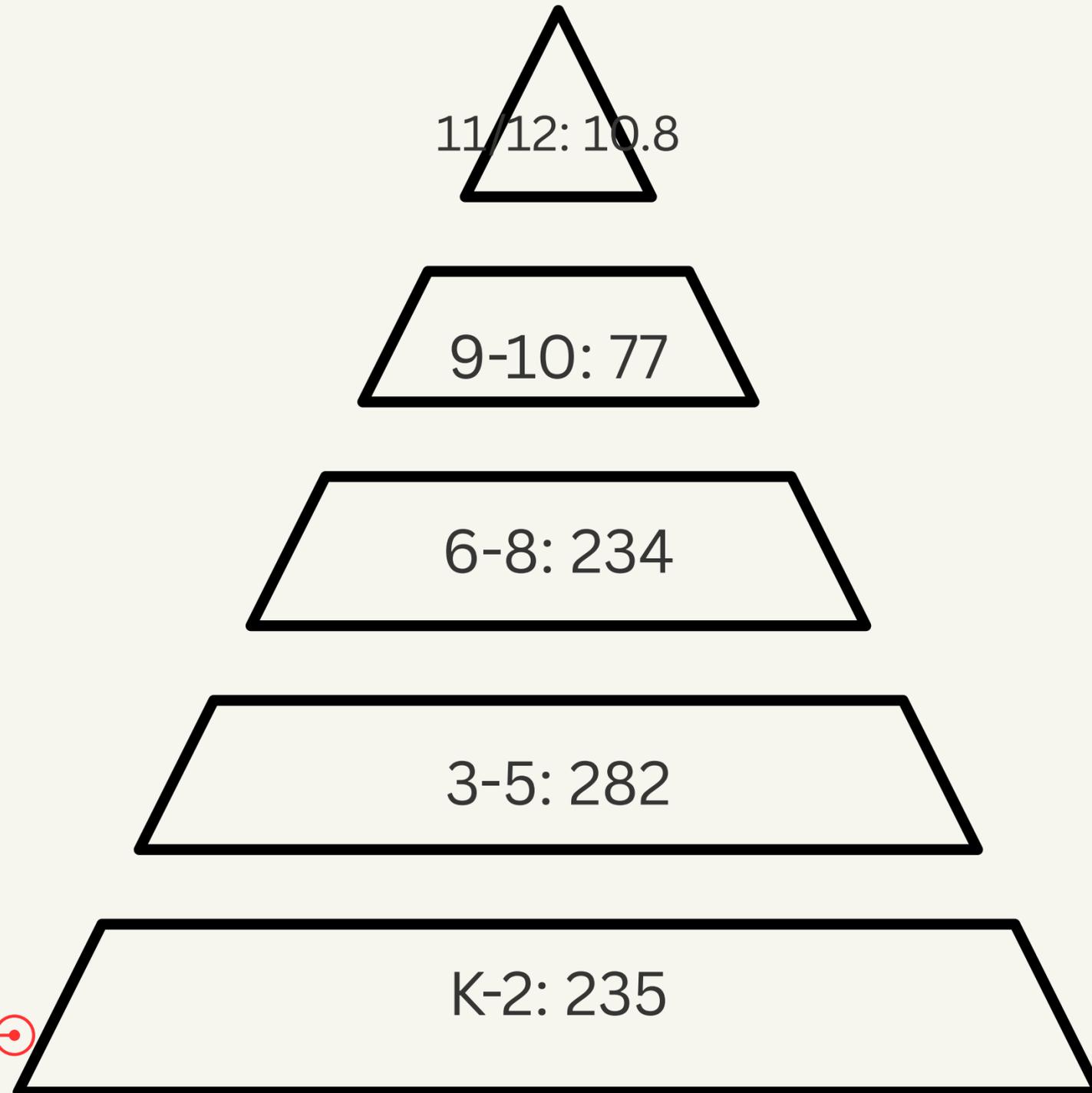


Students often return to their neighborhood school





# WHERE WE ARE AT



**Combined  
HS FTE: 87.8**

**MS: 234**

**Combined  
Primary: 517**



# WHAT WE LEARNED

- The current 11th–12th grade pathways (RS and NTN) don't serve all students well.
- We lose all FTE funding for students enrolled in RS and NTN.
- There's no clear process for students to return to campus if their pathway isn't working.
- Students miss valuable, developmentally appropriate time on campus that supports our mission.
- Some students leave because they don't connect with our current high school structure.
- Our high school lacks a distinct identity that attracts and retains students.

## **SIA Strategy:**

**Grow the base at  
kindergarten**

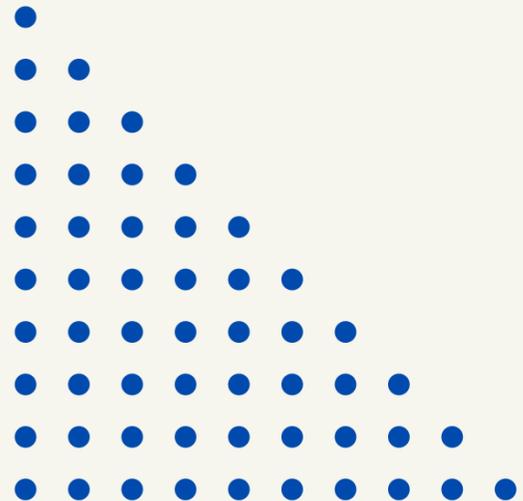
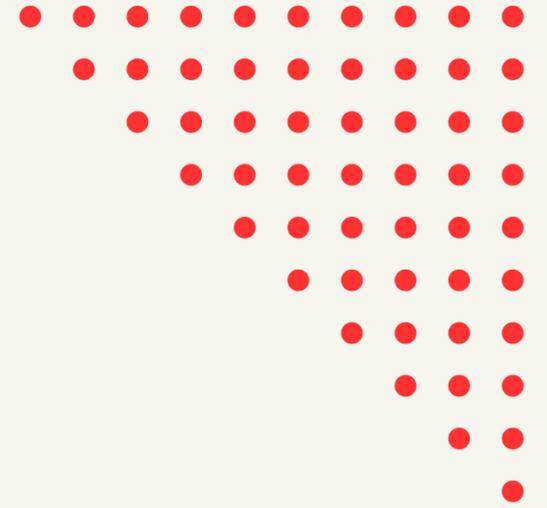
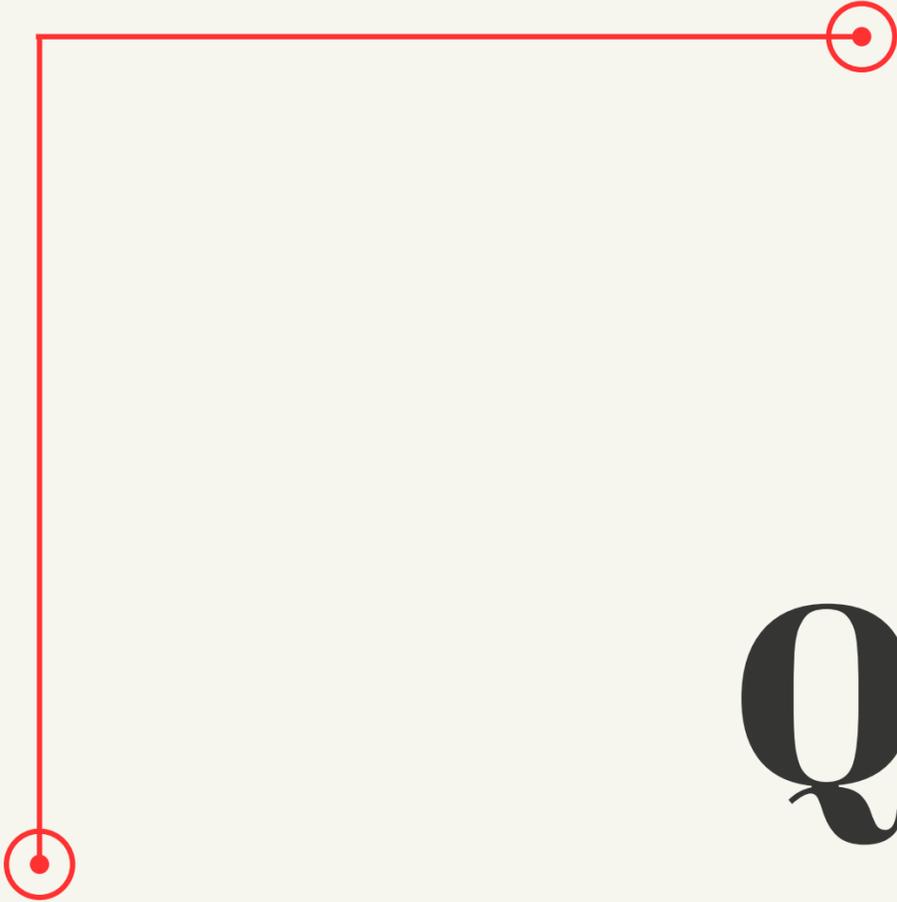
**Rebuild the high school**  
(acknowledge the work of  
the past, process what we  
have learned, and commit to  
moving forward)

# WHAT'S NEXT

1. Redefine our Graduate Profile (December–January) with full stakeholder input.
2. Present and adopt the new Graduate Profile at the January Board meeting.
3. Launch communication and marketing to middle and high school families to strengthen retention and recruitment. (March– May)
4. Align the master schedule with new Graduate Profile values while maintaining current RS/NTN options for upperclassmen. (January - March)
5. Begin reimagining the junior and senior experience for current freshmen and younger students (February - June)



# QUESTIONS & THANK YOU



# Coversheet

## HOS November Update

**Section:** VIII. Head of School Report  
**Item:** A. HOS November Update  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Head of School Update- December 2025.pdf



## **Head of School- December 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 December have been:

### **1. MAP Testing- Growth and Achievement**

On December 8th, we began our second round of MAP testing for the school year for students in grades 1-10. We gave the first round of MAP testing in September, so this testing round is essential as it provides us with a point of comparison to track student growth in Literacy and Math. In the next meeting, I will provide a detailed summary of the data. We can also start to use this data to make predictions about how our students will perform on the state test, as well as track our progress towards our school-wide goal of having 50% of our students in the bottom 40% in literacy and Math meet their projected growth goals by the Spring 2026 testing period.

### **2. Community Highlights**

Community Engagement has been high this month. We have the following Clubs and Activities: Ongoing after-school tutoring for Algebra 1. The Theater Arts students are hard at work preparing for an upcoming production of Robin Hood. The following clubs just concluded after six weeks: Lego (Primary) and Art (Primary). We have had several performances and events: a choir concert, a middle school winter formal dance, another 2nd Saturday of Service where students made Sun Butter and Jelly sandwiches, and designed cards for elderly folks living in assisted living/ retirement communities. We will end the month of December with a lot of celebration activities, including our annual Ugly Holiday Sweater contest and a spirit week. This is a fun community event. We are pretty competitive, and there are trophies for the prize.

### **3. SIA Marketing and Enrollment Strategy for 2026-2027**

**Goal:** Ensure robust re-enrollment (>85%) across all grade levels to maintain financial sustainability and support SIA's growth and mission.

**Goal:** Grow the school by 50 seats. 24 new Kindergarteners and 26 students in 6th-12th grade, for a total headcount enrollment of 925.

## **Key Components of the Strategy:**

### **A. Targeted Recruitment Campaigns**

- Focus on attracting communities aligned with SIA's mission of empowering transformative leaders.
- Highlight unique programs: Global Competence, Habits of Mind, Spanish language studies, and Field Studies.
- Direct Mailers will go out during the first week of January. We chose addresses along our current bus route.
- Targeted Pre-School recruitment
- Advertising in local publications: Inlander (Restaurant Week, Black Lens, Fig Tree, Neighborhood Publications)
- Targeted advertising for incoming Kindergarten, middle, and high school students,

### **B. Community Engagement**

- Host open houses, school tours, and family engagement events.
- Partner with local organizations to increase awareness about SIA's offerings. MLK March, Lunar New Year, AEIR School Choice Event

### **C. Marketing**

- Leverage social media campaigns (partnership with the Agency) with testimonials, student achievements, and engaging content.
- Optimize the school website for user-friendly navigation and detailed enrollment information.
- Rollout of new print/ digital marketing materials, including swag and b

### **D. Retention Focus**

- Increase retention through strong family communication, robust academic support, and community-building initiatives.

### **E. Enhanced Application Process**

- Streamline the application and onboarding process with clear, accessible steps for families.

## **Timeline**

- Dec/ Jan 2025-2026: Launch initial campaigns and host interest events.
- Jan- March 2026: Conduct enrollment fairs and finalize application reviews.
- March 2026: Current Families Re-enroll
- April 2026: Run Lottery
- May 2026: New Family Outreach

- June- Aug 2025: Support new family onboarding to prepare for a strong start, including new student assessments and meet and greets

### **Board's Role**

1. Act as ambassadors for SIA by sharing the school's story and programs.
2. Support outreach efforts through personal and professional networks.
3. Provide strategic insights and connections to strengthen community partnerships.

This strategy will ensure that SIA continues to attract and retain students who are aligned with our mission, securing a vibrant and engaged learning community for 2025-2026.

### **4. Day of Giving**

We recently held a Day of Giving campaign and are grateful to share that we raised nearly \$1,700 in support of key school initiatives. These funds will be directed toward student enrichment opportunities such as the 5th Grade Trip to Nature Bridge, Primary Student Council, the Media Center, Playground enhancements, and our music program. These community-building efforts directly support our mission and enhance the day-to-day experience of students and staff. We are thankful for the generosity of our families, staff, and community members who continue to invest in the success and growth of Spokane International Academy.

**5. Mid-Year Staff Feedback Survey-** Staff have until 12/19 to complete this. We are asking them to give us their feedback, which will help with both planning and responding to community needs. It also helps us to gauge staff satisfaction/ dissatisfaction, and make any necessary tweaks to our program as a service model.

### **6. Senior Update!!**

We have 11 seniors. This year's graduation is scheduled for Sunday, June 7th @ 4:00 pm at Spokane Community College.

### **7. Board To-Do's:**

- Complete all required training.
- Act as **ambassadors for SIA** within the broader Spokane community. We are beginning our recruitment efforts for 26-27!



# Coversheet

## 25-26 Calendar

**Section:** VIII. Head of School Report  
**Item:** B. 25-26 Calendar  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** 2025-2026 Master Calendar - January.pdf  
2025-2026 Master Calendar - February .pdf

[Spokane International Academy] Event Calendar

# JANUARY 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				<b>1</b> New Year's Day Winter Break	<b>2</b> Winter Break	<b>3</b>
<b>4</b>	<b>5</b> Priority enrollment begins  Return to school  Lesson Plans Due 6-7 Roll Call 3:30-4:30 PA SIT 3:30 - 4:30	<b>6</b> New Students Start  Future City Competition/Acosta's Rm/Lunch  3:00-4:25 Yearbook Club @ Media Center	<b>7</b>  3:30-6:00 Theater Rehearsal	<b>8</b>  Future City Competition/May's Rm/Lunch 3:30-6:00 Theater Rehearsal	<b>9</b> 1PM Dismissal All Staff Meeting 1:30 PM Cafeteria RELAY training House Games 10-10:30	<b>10</b>  9:00-12:00 Theater Rehearsal
<b>11</b>	<b>12</b>  Secondary SIT 3:30 - 4:30	<b>13</b> Future City Competition/Acosta's Rm/Lunch  3:00-4:25 Yearbook Club @ Media Center	<b>14</b>  3:30-6:00 Theater Rehearsal	<b>15</b> Future City Competition/May's Rm/Lunch 3:30-6:00 Theater Rehearsal	<b>16</b> 1PM Dismissal MLK Assemblies Divisional Meetings 1:30 PM Cafeteria Committee 2:30 PM	<b>17</b>  9:00-12:00 Theater Dress Rehearsal
<b>18</b>	<b>19</b> Martin Luther King, Jr. Day    No School for Students & Staff MLK Day Rally, March and Resource Fair  Lesson Plans Due 9:00-12:00 Theater Dress Rehearsal	<b>20</b> KHC Kick off-PA Morning Meeting  New Students Start  Future City Competition/Acosta's Rm/Lunch 3:30-6:00 Theater Dress Rehearsal 3:00-4:25 Yearbook Club @ Media Center College & Career Workshop 3:30 - 5:00 Modified Lockdown drill 10am	<b>21</b> School Tour 10am/1pm   K-5 Parent Info Night 6:00-7:15 3:30-6:00 Theater Dress Rehearsal	<b>22</b> Future City Competition/May's Rm/Lunch   6pm Theater Performance	<b>23</b> 1PM Dismissal   Theater Performance 6:00 - 7:30 Team / Dept. Time Review Winter MAP data Data provided by Caryn 7pm Theater Performance	<b>24</b>   Theater Performance 4:00 pm  Admin Strategy Day 9 - 4 @ SIA
<b>25</b>	<b>26</b>  8-10 Roll Call 3:30-4:30  WIDA Dyslexia Screeners PA SIT 3:30 - 4:30	<b>27</b> Future City Competition/Acosta's Rm/Lunch WIDA Dyslexia Screeners 3:00-4:25 Yearbook Club @ Media Center	<b>28</b> End of 2nd Quarter End of Semester 1 Reports Due WIDA Dyslexia Screeners 4:30 Board Meeting @ Media Center	<b>29</b> Begin Semester 2 Future City Competition/May's Rm/Lunch WIDA Dyslexia Screeners	<b>30</b> 1PM Dismissal All Staff PD 1:30 - 3:30 WIDA Dyslexia Screeners	<b>31</b>
		<b>Notes:</b>				

	<p>Register for Lunar New Year event Register for School Choice Fair Kids Heart Challenge WA Aims - Jan. 28 - May 3 Career Cafe (Wednesdays during lunch)</p>
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[Spokane International Academy] Event Calendar

# FEBRUARY 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>1</b> Black History Month begins	<b>2</b> Ground Hog Day National School Counseling Week <b>Lesson Plans Due</b> Dyslexia Screeners	<b>3</b> National School Counseling Week Dyslexia Screeners	<b>4</b> National School Counseling Week Dyslexia Screeners	<b>5</b> National School Counseling Week Dyslexia Screeners	<b>6</b> 1PM Dismissal National School Counseling Week House Games 10-10:30 Dyslexia Screeners	<b>7</b> Choir Competition Off-Campus; All Day
	Running Start / New Tech Applications Due Secondary SIT 3:30 - 4:30	3:00-4:25 Yearbook Club @ Media Center	Class Picture Day <b>Rosene send S1 report cards to families</b>		All Staff Meeting 1:30 PM Cafeteria	
<b>8</b>	<b>9</b> 11-12 Grade Roll Call 3:30-4:30 WIDA testing begins PA SIT 3:30 - 4:30	<b>10</b> 8th Grade Transition Night 5:30 - 6:30 3:00-4:25 Yearbook Club @ Media Center	<b>11</b> 7th Grade Parent Meeting 5:30 - 6:30	<b>12</b> 6th Grade Parent Meeting 5:30 - 6:30	<b>13</b> 1PM Dismissal Divisional 1:30 PM Committee 2:30 PM MA/HS Generation Alive Asseby 10-10:30	<b>14</b> Valentine's Day Second Saturday Service @ SIA 12:00 - 2:00 Cafeteria Lunar New Year/SIA Event Table Convention Center 10:30am-5pm
<b>15</b>	<b>16</b> Presidents' Day No School for Students & Staff <b>Lesson Plans Due</b>	<b>17</b> Lunar New Year New Students Start 3:00-4:25 Yearbook Club @ Media Center Theater Auditions 3:30 - 5:30	<b>18</b> School Tour 10am/1pm Theater Auditions 3:30 - 5:30	<b>19</b> Lockdown Drill 9am Theater callbacks 3:30 - 5:30	<b>20</b> 1PM Dismissal Team/Dept 1:30 PM	<b>21</b> Theater rehearsal 10:00 am - 1:00 pm
<b>22</b>	<b>23</b>	<b>24</b> Counselor & Community Night 6:00 - 8:00	<b>25</b> 4:30 Board Meeting @ Media Center MS/HS Parent Info Night 6:00-7:15	<b>26</b>	<b>27</b> 1PM Dismissal All Staff PD 1:30 - 3:30	<b>28</b> School Tour 11am

	Secondary SIT 3:30 - 4:30	3:00-4:25 Yearbook Club @ Media Center				
		<p><b>Notes:</b>                      Lunar New Year Celebration - Convention Center                      National Day of Remembrance                      Order 9066 and Japanese Americann Incarceration                      Black History Month begins                      Tours and Info Nights                      Career Cafe (Wednesdays during lunch)</p>				

# Coversheet

## Required: Public Disclosure Form

**Section:** IX. Governance  
**Item:** C. Required: Public Disclosure Form  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** SIA Board Roster with Disclosure Form for New Contracts .pdf



## Attachment 2: BOARD ROSTER

The composition of the Board shall at all times be determined by and consistent with the Articles and Bylaws and all applicable law and policy. The Board shall notify the Commission of any changes to the Board Roster and Disclosures **within five (5) business days of their taking effect** and provide an amended **Board Roster and Disclosures**.

Current Board Roster					
Board Position	Name	Address	Phone	Email	Term Start/End Date

## BOARD DISCLOSURES

### Public Charter School Board Member Disclosure Form

Note: The purpose of this document is to provide disclosure. The Spokane International Academy Board operates according to its own bylaws and applicable law in regard to conflicts of interest. This form is a public document and will be available at the School for inspection by other board members, the staff, or the community. In addition, a copy of the form will be sent to the Commission.

#### Background

1. Full legal name:

2. I affirm that I am at least 18 years of age by the date of appointment to the Public Charter School Board.

- Yes, I affirm.

3. Indicate whether you have ever been convicted or pled “no contest” of one or more of the following:

- a. a misdemeanor related to honesty or trustworthiness, or
- b. a felony.
  - Does not apply to me.
  - Yes

If the answer to this question is yes, please provide details of the offense, the date, disposition, etc., in the space below.

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4. Indicate if you have ever entered into a settlement agreement, consent decree, adjournment in contemplation of dismissal, assurance of discontinuance or other, similar agreement with the Securities Exchange Commission, Internal Revenue Service, the U.S. attorney general or the attorney general of any state, a U.S. or Commission attorney or any other law enforcement or regulatory body concerning the discharge of your duties as a board member of a for-profit or non-for profit entity or as an executive of such entity. If the answer to this question is yes, please provide details of the agreement.

- Does not apply to me.
- Yes

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**Board Member Disclosure Form (continued)**

**Conflicts**

1. Indicate whether you, your spouse, or anyone in your immediate family meets either of the following conditions:

- a. is doing or plans to do business with the School (whether as an individual or as a director, officer, employee or agent of any entity).
- b. any entity in which one of the above-identified individuals has an interest is doing business or plans to do business with the School.

If so, indicate and describe the precise nature of your relationship and the nature of the business that such person or entity is transacting or will be transacting with the School.

- I/we do not know of any such persons.
  - Yes
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2. Indicate if you, your spouse or other immediate family members anticipate conducting, or are conducting, any business with the School or a contractor who is conducting business with the School. If so, please indicate the precise nature of the business that is being or will be conducted.

- I/we do not anticipate conducting any such business.
- Yes

Indicate any potential ethical or legal conflicts of interest that would (or are likely to) exist for you as a member of the School Board or another School or non-profit board. [Note that being a parent of a School student, serving on another Contract School's board or being employed by the School are conflicts for certain issues that should be disclosed.]

- None
  - Yes. If yes, please provide additional information.
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**Disclosures for Schools Contracting with an Educational Service Provider**

1. Indicate whether you, your spouse, or any immediate family member knows (i.e., beyond a casual or professional acquaintance) any employees, officers, owners, directors or agents of that provider. If the answer is in the affirmative, describe any such relationship.

- I/we do not know of any such persons.

- Yes
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**Board Member Disclosure Form (continued)**

**Conflicts for Schools Contracting with an Educational Service Provider**

1. Indicate whether you, your spouse or other immediate family members have, anticipate in the future, or have been offered a direct or indirect ownership, employment, contractual or management interest in the provider. For any interested indicated, please provide a detailed description.

- I/we have no such interest.
  
  - Yes
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2. Indicate if you, your spouse or other immediate family member anticipate conducting, or are conducting, any business with the provider. If so, indicate the precise nature of the business that is being or will be conducted.

- I/we do not anticipate conducting any such business.
  
  - Yes
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**Other**

I affirm that I have read the Contract school's bylaws and conflict of interest policies.

I, \_\_\_\_\_, certify to the best of my knowledge and ability that the information I am providing to the Washington Charter School Commission in regard to my application to serve as a member of the board of directors of the XX Public Charter School is true and correct in every respect.

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Signature

Date