



Spokane International Academy

Monthly Board Meeting

February

Published on February 20, 2026 at 2:24 PM PST

Amended on February 23, 2026 at 1:24 PM PST

Date and Time

Wednesday February 25, 2026 at 4:30 PM PST

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

	Purpose	Presenter	Time
--	---------	-----------	------

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.	January Minutes	Approve Minutes	
-----------	-----------------	--------------------	--

B. January Financials

C. Head of School Extension 2026-2029

D. Revised Dress Code Policy

The revised Dress Code Policy, specifically regarding the hair policy, was approved by the Board on January 28, 2026, pending ASB’s submission of the corrected and clearer language or verbiage. See the updated version below.

SIA students in grades 6-12 shall wear their hair for school in a manner that supports a safe learning environment. Students may dye their hair. School Administration holds the authority to determine if a student’s hair does not support a safe learning environment. The school administration will notify a student’s parent/guardian of the school’s response to violations of the student dress policy.

E. WIAA Board Resolution Form

- Needs Board Chair's Signature

F.	Approve Consent Agenda Items	Vote	Cassie Anderson	5 m
-----------	------------------------------	------	-----------------	-----

III. Public Comment

IV. Enrollment 26-27 4:39 PM

A.	26-27 Enrollment/Recruitment	Discuss	Morgen Flowers- Washington	5 m
-----------	------------------------------	---------	-------------------------------	-----

	Purpose	Presenter	Time
--	---------	-----------	------

V. Head of School Report **4:44 PM**

A. February Update	Discuss	Morgen Flowers-Washington	7 m
---------------------------	---------	---------------------------	-----

The floor is open to questions at this time.

B. Upcoming Events	FYI	Morgen Flowers-Washington	5 m
---------------------------	-----	---------------------------	-----

Save the Dates:

- Sunday, June 7, 2026- High School Graduation, 4:00 PM - Spokane Community College Lair Auditorium
- Thursday, June 11, 2026 - Kindergarten Graduation, 3:30 PM - SIA Gym
- Thursday, June 11, 2026 - 8th Grade Promotion Ceremony, 6:00 PM - SIA Gym

See attached March and April calendars.

VI. Portrait Of A Graduate - High School Pathways **4:56 PM**

A. Update	Discuss	Melissa Pettey	15 m
------------------	---------	----------------	------

VII. Counselors' Report

- Update on Primary, Middle School and High School Counseling Program
- Awards
- https://www.canva.com/design/DAHBnLDpS0g/A9xDNuNdXAI2_B-Cen5Vvw/view?utm_content=DAHBnLDpS0g&utm_campaign=designshare&utm_medium=link2&utm_source=uniqueLinks&utm_id=hb2be57bbee

VIII. Governance **5:11 PM**

A. Board Recruitment	Discuss	Cassie Anderson	5 m
-----------------------------	---------	-----------------	-----

IX. Other Business

X. Executive Session

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

Coversheet

January Minutes

Section: II. Consent Agenda
Item: A. January Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board Meeting on January 28, 2026

APPROVED



Spokane International Academy

Minutes

Monthly Board Meeting

January

Date and Time

Wednesday January 28, 2026 at 4:30 PM

Location

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

Directors Present

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

Directors Absent

John Pell

Directors who left before the meeting adjourned

Guillermo Espinosa

Guests Present

Brandon Harrison, Harlows, Caryn McGee, Darcelina Soloria (remote), Elisabeth Kraus, Evelyn Caine, Jonathan Houston (remote), Kaye Schaich, Harlows, Maya Rimpela, Morgen Flowers-Washington, Mrs. Gilead (remote), Myra Keast, Paige Warnick (remote), Payton Draeder, Sam Schweda, Spencer Grainger

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 Jan 28, 2026 at 4:35 PM.

II. Consent Agenda

A. December Minutes

Ron Poplawski made a motion to approve the minutes from Monthly Board Meeting on 12-17-25.

Maureen Rosette seconded the motion.

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

B. December Financials

C. Policy 5011/5011P - Sexual Harassment of District Staff Prohibited

D. Policy 6220/6220P - Bid or Request for Proposal Requirements

E. Policy 2108 - Learning Assistance Program

F. Hi-Cap District Plan

G. Petty Cash Resolution

H. Approve Consent Agenda Items

Ron Poplawski made a motion to approve the Consent Agenda.

Maureen Rosette seconded the motion.

The Board suggests highlighting changes or updates on policies, moving forward.

All policies can be found in the Governance page of the school website.

Petty Cash Resolution is the only new policy presented today.

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

III. Public Comment

A. Harlows

Brandon Harrison, Harlows Location Manager and colleague, Kaye Schaich attended today's meeting. They provided a year-to-date report and showed appreciation to the Board for Board Appreciation Month.

- 27,000 miles driven since the beginning of the school year
- Zero accidents
- Communication regarding students' behavior handled by Russ Battiata, SIA Operations Director

IV. Dress Code/Hair Policy

A. Proposed Revision

ASB President, Payton Drader and Secretary, Evelyn Caine presented. Their attendance at today's meeting is to report on additional information requested by the Board at the December meeting. They gathered data by visiting the other schools' websites, specifically their handbooks.

Reference: Policy on Hair Color

- Data from other WA Charter Schools
- Data sampling from Private Schools
- Data sampling from Public Schools

The Board prefers the language given as Option B:

"Students, grades 6-12, may dye their hair at their legal guardian's discretion, so long as hair is clean, neat and not a distraction to the learning environment."

Cassie Anderson recommends for the board to vote for policy change for Grades 6-12 only; Morgen Flowers will finalize the verbiage and present it at the February meeting as part of the Consent Agenda.

Maureen Rosette made a motion to approve the revisions to the Dress Code Policy pertaining to the Hair policy.

Javier Medina seconded the motion.

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

V. 2026-2027 School Calendar

A. Board to Vote on Calendar

Morgen Flowers-Washington, Head of School presented.

As a result of staff and school families votes, two proposed calendars for the 2026-2027 school year are presented to the Board.

- Traditional

- Balanced Calendar (Version 3)

The school administration reviewed calendars from neighboring districts and found that most, if not all, are transitioning to a Balanced Calendar for the next school year. SIA intends to align with this shift to better support families, particularly those with children enrolled in multiple districts, and help reduce scheduling challenges.

Per Sam Schweda, there is no major impact on budget anticipated due to switching to a balanced calendar.

Morgen does not recommend postponing implementation of the Balanced Calendar to the 2027–28 school year, as most surrounding districts are adopting this model in the upcoming year. A delay may also negatively affect enrollment. The administration supports implementation of the Balanced Calendar in alignment with the preferences expressed by school staff and families.

Maureen Rosette made a motion to Adopt the Balanced Calendar for the 2026-2027 School Year.

Charina Carothers seconded the motion.

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

VI. MAP

A. MAP Update

Caryn McGee, Director of Curriculum and Instruction presented.

Winter MAP was conducted as mid-year "pulse check" to see how students are progressing toward their end-of-year MAP goals. The primary focus was on students who started the school year below grade level (bottom 40th percentile) to ensure they are getting the support they need. The target is 50% of those students will meet their RIT goals.

Notable:

- School is on track based on winter scores in ELA and Math
- Students in bottom 40th percentile are on track for Spring RIT goal
- 10th grade students in the target group also showed strong progress, with 67% meeting their projected growth.
- 83% of third grade students in the target group met their growth goals in Math
- 80% of fifth grade students in the target group reached their growth goals in Math

- Next steps will be to provide more targeted one-on-one support and intervention for Middle School and High School students, such as after-school tutoring and/or study hall classes

Guillermo Espinosa left.

VII. Head of School Report

A. January Report

- Planning for the 8th Grade International Trip for the year 2027 has begun. Panama and Spain are the choices for the trip. Parents mostly voted for Panama.
- High school planning is underway. Students will either attend Running Start or NewTech Skills Center. SIA will make sure students have college-ready transcripts.
- Big focus at the moment is enrollment for the 2026-2027 school year.
 - 143 application received as of this date
 - Marketing packets for high school were mailed to nearby middle schools inviting counselors to attend Preview Day
 - Tours and Information Nights
 - Advertising in print media: Inlander Restaurant Week, The Fig, The Black Lens
 - Marketing packets for Elementary were also delivered to nearby preschools, targeting Kindergarten-age
 - School presence at local events: MLK, Jr. Day and upcoming Lunar New Year celebration at the convention center

VIII. Governance

A. Board Committees Presentation

Morgen Flowers-Washington and Javier Median met with former Board member and Foundation's Chair, Matt Hoag. Matt Hoag will continue with his role as Committee Chair for another year.

The Foundation holds the funds used for student travel. Non-board members can be a part of the foundation.

Board suggestions:

- Board's financial commitment can go to the foundation, but will need consent. Table to a future discussion. Morgen will also reach out to board members individually.
- Invite CAT members to be part of the Foundation; perhaps invite the CAT to a future board meeting

B. Board Requirements and Training

This is a reminder for members who have not completed their training and have not submitted the Public Disclosure Form. Please submit them to Myra Keast.

C. Board Member Recruitment

Potential candidate, Jeffrey Thompson, withdrew his interest to join the Board.

The Board will continue its effort to grow the Board membership.

IX. 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 6:05 PM.

Respectfully Submitted,
Cassie Anderson

Documents used during the meeting

None

Coversheet

January Financials

Section: II. Consent Agenda
Item: B. January Financials
Purpose:
Submitted by:
Related Material: Additional_notes_for_AP_Payroll-Jan.xlsx
Jan_EOM_AP_2026_ASB.pdf
Jan_EOM_AP_2026_Private.pdf
Payroll_as_a_percent_of_Exp-by_FTE_-_UPDATE.xlsx
Wire_register_01.26.pdf
Jan_EOM_AP_2026-x_run.pdf
Jan_EOM_AP_2026.pdf
Jan_Mid_AP_2026_Private.pdf
Jan_mid_AP_2026_ASB.pdf
Jan_mid_AP_2026.pdf
Jan_Payroll_2026.pdf
Average_Enrollment_02-26.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-Jan.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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$1,389.00. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:
Warrant Numbers 20601 through 20601, totaling \$1,389.00

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

Check Nbr	Vendor Name	Check Date	Check Amount
20601	MUSIC THEATRE INTERNATIONAL	01/30/2026	1,389.00
1	Computer	Check(s) For a Total of	1,389.00

	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	1,389.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	1,389.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,389.00

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$30.63. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PRIVATE:
Warrant Numbers 1440 through 1440, totaling \$30.63

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

Check Nbr	Vendor Name	Check Date	Check Amount
1440	KEAST, MYRA	01/30/2026	30.63
1	Computer	Check(s) For a Total of	30.63

	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	30.63
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	30.63
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	30.63

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-by_FTE_-_UPDATE.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 February 25, 2025 the board, by a _____ vote, approves payments, totaling \$103,140.55. The payments are further identified in this document. Total by Payment Type for Private/Public Account, Columbia BANK: Wire/ACH payments totaling \$103,140.55.

Secretary _____ Board Member _____

Board Member _____ Board Member _____

Board Member _____ Board Member _____

Type	Vendor Name		Date	Amount
ACH	Umpqua Credit Card	December Statement	1/15/2026	\$ 7,665.55
ACH	SIA-Magnesium		1/23/2026	\$ 95,475.00
		2 ACH/Wire	For a Total of	\$ 103,140.55

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$1,761.97. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:
Warrant Numbers 20634 through 20634, totaling \$1,761.97

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

Check Nbr	Vendor Name	Check Date	Check Amount
20634	FIKES NORTHWEST, CORP	01/30/2026	1,761.97
1	Computer	Check(s) For a Total of	1,761.97

	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	1,761.97
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	1,761.97
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,761.97

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$183,130.41. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:
Warrant Numbers 20602 through 20633, totaling \$183,130.41

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

Check Nbr	Vendor Name	Check Date	Check Amount
20602	AMAZON CAPITAL SERVICES	01/30/2026	5,658.49
20603	ATS INLAND NW, LLC	01/30/2026	5,428.82
20604	AUTO-CHLOR SYSTEM	01/30/2026	343.67
20605	Avista	01/30/2026	16,604.02
20606	BLICK ART MATERIALS	01/30/2026	137.47
20607	BRAUN, RODNEY	01/30/2026	3,412.50
20608	CASACANO FARMS LLC	01/30/2026	501.25
20609	CENTURYLINK	01/30/2026	272.35
20610	CHARLIE'S PRODUCE	01/30/2026	3,059.45
20611	EASTERN WASHINGTON UNIVERSITY	01/30/2026	3,190.26
20612	EDNETICS NETWORK	01/30/2026	22,248.80
20613	EXPRESS SERVICE, INC.	01/30/2026	2,445.05
20614	FATBEAM LLC	01/30/2026	556.00
20615	FIKES NORTHWEST, CORP	01/30/2026	447.31
20616	GLOVER, STEPHANIE	01/30/2026	16.25
20617	GOJOE PATROL INC	01/30/2026	1,056.55
20618	GOLD STAR FOODS OF IDAHO, INC	01/30/2026	13,766.54
20619	GREENSCAPE	01/30/2026	1,715.20
20620	HARLOW'S SCHOOL BUS SERVICE IN	01/30/2026	61,856.40
20621	HERRES BACKFLOW & CONSTRUCTION	01/30/2026	605.00
20622	HUBBARD, ALLISON Elaine	01/30/2026	50.00
20623	INLAND NORTHWEST THERAPY, LLC	01/30/2026	25,309.00
20624	KENDALL HUNT PUBLISHING COMPAN	01/30/2026	2,219.43
20625	OSPI CHILD NUTRITION SERVICES	01/30/2026	3,620.72
20626	ROYAL BUSINESS SYSTEMS, INC	01/30/2026	2,680.46
20627	SCHWEDA, SAMUEL	01/30/2026	30.00
20628	SPRAGUE PEST SOLUTIONS	01/30/2026	119.80
20629	SWANSON'S REFRIGERATION AND RE	01/30/2026	272.75
20630	WA STATE CHARTER SCHOOLS ASSOC	01/30/2026	4,290.00
20631	WCEPS	01/30/2026	1,047.36
20632	WSIPC	01/30/2026	94.56
20633	ZOOM VIDEO COMMUNICATIONS INC.	01/30/2026	74.95

Check Nbr	Vendor Name	Check Date	Check Amount
32	Computer	Check(s) For a Total of	183,130.41

	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
	32	Computer	Checks For a Total of	183,130.41
Total For	32	Manual, Wire Tran, ACH & Computer	Checks	183,130.41
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	183,130.41

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$215.00. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PRIVATE:
Warrant Numbers 1439 through 1439, totaling \$215.00

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

Check Nbr	Vendor Name	Check Date	Check Amount
1439	COGENCY GLOBAL INC.	01/15/2026	215.00
1	Computer	Check(s) For a Total of	215.00

	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	215.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	215.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	215.00

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$2,957.96. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:
Warrant Numbers 20567 through 20570, totaling \$2,957.96

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

Check Nbr	Vendor Name	Check Date	Check Amount
20567	AMAZON CAPITAL SERVICES	01/15/2026	1,756.03
20568	AWSL	01/15/2026	565.00
20569	GRAINGER, SPENCER G	01/15/2026	202.93
20570	SECOND HARVEST-BITE2GO	01/15/2026	434.00
4	Computer	Check(s) For a Total of	2,957.96

	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
	4	Computer	Checks For a Total of	2,957.96
Total For	4	Manual, Wire Tran, ACH & Computer	Checks	2,957.96
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	2,957.96

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 February 25, 2026, the board, by a _____ vote, approves payments, totaling \$10,684.43. The payments are further identified in this document.

Total by Payment Type for Cash Account, COLUMBIA BANK - PUBLIC:
Warrant Numbers 20571 through 20587, totaling \$10,684.43

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

Check Nbr	Vendor Name	Check Date	Check Amount
20571	ALBRIGHT, JAYDE	01/15/2026	20.08
20572	AMAZON CAPITAL SERVICES	01/15/2026	1,017.80
20573	AWSL	01/15/2026	730.46
20574	CENTURYLINK	01/15/2026	272.56
20575	CITY OF SPOKANE	01/15/2026	2,268.15
20576	COMCAST BUSINESS	01/15/2026	390.44
20577	DE LAGE LANDEN FINANCIAL SERVI	01/15/2026	1,217.33
20578	EXPRESS SERVICE, INC.	01/15/2026	1,199.20
20579	KEAST, MYRA	01/15/2026	10.59
20580	LEAF CAPITAL FUNDING, LLC.	01/15/2026	54.28
20581	MOON SECURITY SERVICE INC	01/15/2026	166.07
20582	OLSON AUDIOLOGY SERVICES, PLLC	01/15/2026	1,391.25
20583	PRO MECHANICAL SERVICES, INC	01/15/2026	527.17
20584	RAINBOW ELECTRIC, INC.	01/15/2026	706.44
20585	SEIDEMAN, DALANEY	01/15/2026	60.02
20586	VENTRIS LEARNING LLC	01/15/2026	492.59
20587	WHITWORTH UNIVERSITY	01/15/2026	160.00

17 Computer Check(s) For a Total of 10,684.43

	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
	17	Computer	Checks For a Total of	10,684.43
Total For	17	Manual, Wire Tran, ACH & Computer	Checks	10,684.43
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	10,684.43

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 February 25, 2026, 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 20588 through 20592
 and for payment those Direct Deposits included in the following list and further described as follows: COLUMBIA BANK - COLUMBIA BANK - PUBLIC
 Direct Deposit Number 900008432 through 900008545
 in the total amount of \$861,465.88.

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

4pacpv04.p SPOKANE INTERNATIONAL ACADEMY 3:30 PM 01/22/26
 05.25.10.00.00-010051 PAY SUMMARY FOR PR / Payroll - AFTER CALCS PAGE: 1
 CHECK DATE: 01/30/2026 PERIOD ENDING DATE: 01/30/2026
 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>
CAPR3	ASSOCIATE PR	3	2.0000		21,888.09	304.00
CASP3	ADMIN OFFICE	1	1.0000		4,587.90	152.00
CCF3	COMM OUTREACH	1	1.0000		4,325.40	152.00
CCFO3	CHIEF FIN OFF	1	1.0000		11,777.09	152.00
CCOU3	COUNSELOR	5	3.0000		17,325.00	456.00
CCUS4	FACILITIES	5	5.0000		17,820.68	760.00
CDOP3	DIR OF OPS	6	2.0000		13,708.34	304.00
CDSS3	DIR OF SPECIAL	7	3.0000		28,177.39	380.00
CIA3	INST AIDE	87	27.0000		63,745.31	3562.50
CINT3	INT COACH	4	4.0000		23,315.99	608.00
CKIT4	KITCHEN MGR	1	1.0000		3,126.04	152.00
CKTA4	KITCHEN ASSIST	3	3.0000		7,213.08	456.00
CLGY5	LONGEVITY	32	31.0000		9,250.03	
CMGB3	BUS GENERALIST	1	1.0000		3,205.84	152.00
CMGF3	MANAGER FINANCE	1	1.0000		5,049.80	152.00
CMGH3	HR SPECIALIST	1	1.0000		-32.93	-40.00
CMH23	HR SPECIALIST	1	1.0000		4,478.48	152.00
CNUR3	NURSE	3	1.0000		5,202.12	152.00
COF23	OFFICE ASSIST	4	1.0000		2,440.02	152.00
COFF3	OFFICE ASSIST	13	4.0000		9,807.85	456.00
CSA5	ATHLETICS 1	2	1.0000		166.67	2.20
CSP25	SUPPLEMENTAL	4	3.0000		750.01	15.30
CSP35	SUPPLEMENTAL	2	1.0000		214.29	1.70
CSUP3	SUPERINTENDENT	4	1.0000		15,416.67	152.00
CTC13	TEACHER	136	55.0000		320,968.62	8208.00
CTC23	TEACHER	2	1.0000		4,329.98	152.00
CTSU3	BLDG SUB	6	2.0000		5,529.49	304.00
LWOP3	LWOP	9		-26.7500	-781.44	-26.80
PREM	PREMIUM OT	3	11.5000		131.62	
SUP15	SUPPLEMENTAL	7	14.0000		350.00	14.00
SUP25	SUPPLEMENTAL	13	24.0000		600.00	24.00
SUP35	SUPPLEMENTAL	4	5.0000		1,275.00	5.00
SUP45	SUPPLEMENTAL	1	1.0000		600.00	1.00

CHECK DATE: 01/30/2026 PERIOD ENDING DATE: 01/30/2026

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</u> <u>HOURS</u>
TCUS4	CUSTODIAN	2		16.0000	349.92	16.00
TIA3	INST AIDE	19		-144.0000	-3,205.98	-144.00
TIAS3	INST AIDE-S	1		1.0000	25.00	1.00
TKII4	KITCHEN ASST	1		44.7500	893.21	44.80
TOFF3	OFFICE ASST	4		-44.7500	-893.21	-44.80
TOV4	OVERTIME	3		11.5000	263.22	11.50
TSU23	SUBSTITUTE	8		148.0000	3,303.36	148.00
	REPORT TOTAL	411	213.5000	5.7500	606,697.95	17499.40

CHECK DATE: 01/30/2026 PERIOD ENDING DATE: 01/30/2026

HR\PA\CP\PE - 748 - Board

CODE	DESCRIPTION	CATEGORY	COUNT	AMOUNT
1FIC	FICA	FICA	411	36,749.30
1FIT	FED INC TAX	FEDERAL TAX	411	37,509.73
1FIT+	FIT ADD AMT	FEDERAL TAX	68	4,829.00
1MED	MEDICARE	MEDICARE	411	8,594.65
1PFML	WA PAID FML	PFML	411	4,897.30
1ReE2	SERS PLAN 2	RETIREMENT	163	9,135.80
1ReE3	SERS PLAN 3	RETIREMENT	31	1,970.27
1ReT0	TRS PLAN 0	RETIREMENT	24	
1ReT2	TRS 2	RETIREMENT	144	16,057.54
1ReT3	TRS PLAN 3	RETIREMENT	103	15,435.72
1WC	WORKERS' COMP	WORKERS' COMP	408	2,711.11
1WLTC	WA LTC	LONG-TERM CARE	401	3,416.29
DCP	DCP DRS	TSA-BEFORE TAX	4	3,666.61
DCP R	DCP ROTH	TSA-AFTER TAX	6	1,288.00
DCS-P	CHILD SUPPORT		5	911.00
HCFSA	Medical FSA	OTH BEF TAX	3	283.33
HEHSA	Health Eqty-HSA	OTH BEF TAX	5	766.00
KP1ER	Kai WA Smt1 EMP	OTH BEF TAX	2	90.00
KP2ER	Kai WA Smt2 EMP	OTH BEF TAX	9	695.00
KP2FR	Kai WA Smt2 FAM	OTH BEF TAX	3	427.00
KP2SR	Kai WA Smt2 E/S	OTH BEF TAX	2	268.00
KW1ER	Kai WA Core1EMP	OTH BEF TAX	18	144.00
KW1FR	Kai WA Core1FAM	OTH BEF TAX	4	144.00
KW1SR	Kai WA Core1E/S	OTH BEF TAX	3	48.00
KW2CR	Kai WA Core2E/C	OTH BEF TAX	5	232.00
KW2ER	Kai WA Core2EMP	OTH BEF TAX	2	66.00
KW2SR	Kai WA Core2E/S	OTH BEF TAX	2	132.00
KWSCR	Kai WA SndChE/C	OTH BEF TAX	1	228.00
KWSER	Kai WA SndChEMP	OTH BEF TAX	16	650.00
KWSFR	Kai WA SndChFAM	OTH BEF TAX	9	1,220.00
LTD50	Emp Pd LTD 50%		41	124.60
LTD60	Emp Pd LTD 60%		132	802.96
LTDBU	Supp LTD		2	
PHCR	Prem Hgh PPOE/C	OTH BEF TAX	4	550.00
PHER	Prem Hgh PPOEMP	OTH BEF TAX	5	314.00
PHFR	Prem Hgh PPOFAM	OTH BEF TAX	8	942.00
PHSR	Prem Hgh PPOE/S	OTH BEF TAX	2	314.00
PMER	Prem HMCrEPOEMP	OTH BEF TAX	17	105.00
PMFR	Prem HMCrEPOFAM	OTH BEF TAX	1	63.00
PMSR	Prem HMCrEPOE/S	OTH BEF TAX	4	84.00
PSCR	Prem Std PPOE/C	OTH BEF TAX	4	378.00
PSEER	Prem Std PPOEMP	OTH BEF TAX	32	1,296.00
PSFR	Prem Std PPOFAM	OTH BEF TAX	5	972.00
VACR	UMP Achieve2E/C	OTH BEF TAX	3	236.00
VAER	UMP Achieve2EMP	OTH BEF TAX	10	675.00
VAFR	UMP Achieve2FAM	OTH BEF TAX	2	405.00
VASR	UMP Achieve2E/S	OTH BEF TAX	1	270.00
VHSAC	UMP CDHP E/C	OTH BEF TAX	2	61.00
VHSAF	UMP CDHP FAM	OTH BEF TAX	3	105.00
VHSAS	UMP CDHP E/S	OTH BEF TAX	2	70.00
VUCR	UMP Achieve1E/C	OTH BEF TAX	11	410.00
VUER	UMP Achieve1EMP	OTH BEF TAX	29	758.00
VUFR	UMP Achieve1FAM	OTH BEF TAX	8	473.00

CHECK DATE: 01/30/2026 PERIOD ENDING DATE: 01/30/2026

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
VUSR	UMP Achieve1E/S OTH BEF TAX		2	94.00
			3415	162,068.21

CHECK DATE: 01/30/2026 PERIOD ENDING DATE: 01/30/2026

HR\PA\CP\PE - 748 - Board

<u>CODE</u>	<u>DESCRIPTION</u>	<u>CATEGORY</u>	<u>COUNT</u>	<u>AMOUNT</u>
1FIC	FICA	FICA	411	36,749.30
1MED	MEDICARE	MEDICARE	411	8,594.65
1PFML	WA PAID FML	PFML	411	1,958.41
1ReE2	SERS PLAN 2	RETIREMENT	164	9,401.77
1ReE3	SERS PLAN 3	RETIREMENT	31	1,693.91
1ReT0	TRS PLAN 0	RETIREMENT	32	
1ReT2	TRS PLAN 2	RETIREMENT	144	16,483.46
1ReT3	TRS PLAN 3	RETIREMENT	103	17,899.92
1UC	UNEMPLOYMENT	UNEMPLOY COMP	411	2,426.75
1WC	WORKERS' COMP	WORKERS' COMP	408	6,484.51
SEBB	SEBB		285	152,919.00
VHSS1	UMP CDHP EE HSA		7	156.25
			2818	254,767.93

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

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	71.00	72.00					71.33	70.00	1.33
1	92.00	92.00	94.00	94.00	94.00	92.00					93.00	93.00	-
2	69.00	71.00	70.00	70.00	71.00	71.00					70.33	70.00	0.33
3	94.00	92.00	92.00	92.00	93.00	93.00					92.67	93.00	(0.33)
4	93.00	95.00	95.00	95.00	92.00	91.00					93.50	93.00	0.50
5	92.00	94.00	96.00	96.00	95.00	95.00					94.67	93.00	1.67
6	88.00	86.00	86.00	84.00	85.00	84.00					85.50	87.00	(1.50)
7	89.00	85.00	85.00	85.00	85.00	85.00					85.67	87.00	(1.33)
8	69.00	66.00	66.00	65.00	65.00	64.00					65.83	56.00	9.83
9	44.00	45.00	45.00	41.00	41.00	38.00					42.33	56.00	(13.67)
10	38.00	38.00	39.00	36.00	36.00	36.00					37.17	39.00	(1.83)
11	9.60	8.40	8.40	8.40	8.40	8.40					8.60	9.00	(0.40)
12	2.40	2.40	2.40	2.40	2.40	4.80					2.80	5.00	(2.20)
	848.00	847.80	850.80	840.80	838.80	834.20	-	-	-	-	843.40	851.00	(7.60)

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	71.00	72.00					71.33	70.00	1.33
1	92.00	92.00	94.00	94.00	94.00	92.00					93.00	93.00	-
2	69.00	71.00	70.00	70.00	71.00	71.00					70.33	70.00	0.33
3	94.00	92.00	92.00	92.00	93.00	93.00					92.67	93.00	(0.33)
4	93.00	95.00	95.00	95.00	92.00	91.00					93.50	93.00	0.50
5	92.00	94.00	96.00	96.00	95.00	95.00					94.67	93.00	1.67
6	88.00	86.00	86.00	84.00	85.00	84.00					85.50	87.00	(1.50)
7	89.00	85.00	85.00	85.00	85.00	85.00					85.67	87.00	(1.33)
8	69.00	66.00	66.00	65.00	65.00	64.00					65.83	56.00	9.83
9	44.00	45.00	45.00	41.00	41.00	38.00					42.33	56.00	(13.67)
10	38.00	38.00	39.00	36.00	36.00	36.00					37.17	39.00	(1.83)
11	18.00	17.00	17.00	17.00	17.00	17.00					17.17	9.00	8.17
12	4.00	4.00	4.00	4.00	4.00	7.00					4.50	5.00	(0.50)
	858.00	858.00	861.00	851.00	849.00	845.00	-	-	-	-	853.67	851.00	2.67

** Running Start students not counted in the above numbers

Coversheet

WIAA Board Resolution Form

Section: II. Consent Agenda
Item: E. WIAA Board Resolution Form
Purpose:
Submitted by:
Related Material: WIAA Board Resolution Form.pdf



SCHOOL BOARD RESOLUTION FORM

DUE ANNUALLY BY THE SECOND FRIDAY IN JUNE

School District Type (select one): Public Private Charter Tribal

School District Name: Spokane International Academy Resolution # (optional): Type # Here Date: February 2nd, 2026

Schools Approved for WIAA Membership: 122286

By action of the 1976 Legislature, each School District Board of Directors may delegate control, supervision, and regulation of any extracurricular activity to the WIAA and compensate such entity for services provided. The local SCHOOL BOARD PRESIDENT and SUPERINTENDENT must sign this resolution form to indicate that the School Board has approved the Public School District's or Private School's membership with the Washington Interscholastic Activities Association (WIAA) and as members, these schools will follow the WIAA Rules and Regulations.

DELEGATING AUTHORITY TO WIAA

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. grants authority to each school district board of directors to control, supervise and regulate the conduct of interschool athletic activities and other interschool extracurricular activities of an athletic, cultural, social, or recreational nature for students in the district.

WHEREAS Chapter 32, Laws of 1975-76, 2nd Ex. Sess. authorizes school district boards of directors to delegate control, supervision and regulation of any of the aforesaid activities to any voluntary, nonprofit entity and to compensate any such entity for services provided subject to the satisfaction of certain conditions and approval by the State Board of Education.

WHEREAS the Washington Interscholastic Activities Association is a voluntary, nonprofit entity which has satisfied the conditions, expressly set forth in Chapter 32, Laws of 1975-76, 2nd Ex. Sess. and has further been approved by the State Board of Education in action taken on August 17, 1977.

WHEREAS the board of directors of directors of the following School District or School being otherwise fully informed of the rules and regulations of the Washington Interscholastic Activities Association as approved by the State Board of Education and recognizing that said rules and regulations provide for private sponsorship of post-season tournaments for extracurricular activities by WIAA, consent to abide by such rules and regulations.

NOW THEREFORE, the board of directors of the following School District or School hereby delegates to the Washington Interscholastic Activities Association the authority to control, supervise and regulate interschool activities consistent with the rules and regulations of WIAA. The Board of Directors retains the right to establish eligibility standards that meet or exceed the rules and regulations of WIAA.

INTERSCHOLASTIC OFFICIALS L&I COVERAGE STATEWIDE & MEMBERSHIP BILLING

Beginning July 1, 1988, interscholastic sports officials were covered by Washington State Labor and Industries via a common rate and payment system that eliminated game-by-game calculations and record keeping by school and/or district business offices. WIAA will guarantee payment of L&I premiums for WOA registered officials for all interscholastic activities under WIAA's jurisdiction and will assess WIAA member schools based on tiered billing rates at the same time service fees are billed. Officials L&I coverage is only in effect for activities in which registered WOA officials officiate, and which are authorized and offered by School Board approval and listed on the school's WIAA membership form.

Member schools will be billed in August according to the Membership Fee Structure outlined in the handbook of the upcoming school year. Labor and Industries (L&I) fees will be included on the bills sent out to each member school at that time. Per Rule 3.6.4: Member school service and Labor and Industries fees are due November 1. Schools that fail to submit service and L & I fees by December 1 will be excluded from participation in regular season contests and culminating events until fees are remitted and be assessed a \$100.00 late fee.

By signing below the School District Superintendent/Head of School, School Board President (for Public School Districts), and school board members agree to the information above for the public school district or private school listed above, on or before the date listed above.

Superintendent/Head of School: Morgen Flowers-Washington

Signature: _____

School Board President (if applicable): Cassie Anderson

Signature: _____

Coversheet

26-27 Enrollment/Recruitment

Section: IV. Enrollment 26-27
Item: A. 26-27 Enrollment/Recruitment
Purpose: Discuss
Submitted by:
Related Material: Average_Enrollment_02-26.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	71.00	72.00					71.33	70.00	1.33
1	92.00	92.00	94.00	94.00	94.00	92.00					93.00	93.00	-
2	69.00	71.00	70.00	70.00	71.00	71.00					70.33	70.00	0.33
3	94.00	92.00	92.00	92.00	93.00	93.00					92.67	93.00	(0.33)
4	93.00	95.00	95.00	95.00	92.00	91.00					93.50	93.00	0.50
5	92.00	94.00	96.00	96.00	95.00	95.00					94.67	93.00	1.67
6	88.00	86.00	86.00	84.00	85.00	84.00					85.50	87.00	(1.50)
7	89.00	85.00	85.00	85.00	85.00	85.00					85.67	87.00	(1.33)
8	69.00	66.00	66.00	65.00	65.00	64.00					65.83	56.00	9.83
9	44.00	45.00	45.00	41.00	41.00	38.00					42.33	56.00	(13.67)
10	38.00	38.00	39.00	36.00	36.00	36.00					37.17	39.00	(1.83)
11	9.60	8.40	8.40	8.40	8.40	8.40					8.60	9.00	(0.40)
12	2.40	2.40	2.40	2.40	2.40	4.80					2.80	5.00	(2.20)
	848.00	847.80	850.80	840.80	838.80	834.20	-	-	-	-	843.40	851.00	(7.60)

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	71.00	72.00					71.33	70.00	1.33
1	92.00	92.00	94.00	94.00	94.00	92.00					93.00	93.00	-
2	69.00	71.00	70.00	70.00	71.00	71.00					70.33	70.00	0.33
3	94.00	92.00	92.00	92.00	93.00	93.00					92.67	93.00	(0.33)
4	93.00	95.00	95.00	95.00	92.00	91.00					93.50	93.00	0.50
5	92.00	94.00	96.00	96.00	95.00	95.00					94.67	93.00	1.67
6	88.00	86.00	86.00	84.00	85.00	84.00					85.50	87.00	(1.50)
7	89.00	85.00	85.00	85.00	85.00	85.00					85.67	87.00	(1.33)
8	69.00	66.00	66.00	65.00	65.00	64.00					65.83	56.00	9.83
9	44.00	45.00	45.00	41.00	41.00	38.00					42.33	56.00	(13.67)
10	38.00	38.00	39.00	36.00	36.00	36.00					37.17	39.00	(1.83)
11	18.00	17.00	17.00	17.00	17.00	17.00					17.17	9.00	8.17
12	4.00	4.00	4.00	4.00	4.00	7.00					4.50	5.00	(0.50)
	858.00	858.00	861.00	851.00	849.00	845.00	-	-	-	-	853.67	851.00	2.67

** Running Start students not counted in the above numbers

Coversheet

February Update

Section: V. Head of School Report
Item: A. February Update
Purpose: Discuss
Submitted by:
Related Material: Head of School Update- February 2026.pdf



Head of School- February 2026 Update

SIA Board of Directors,

This update is intended to keep you informed about the progress and emerging questions at Spokane International Academy as we strive to fulfill our mission and create and sustain a high-quality, rigorous learning environment for our students. Areas of focus in February are as follows:

1. Legislative Updates

- A. We have been actively advocating on behalf of Charters and necessary bills to advance Charter growth in Washington. We had virtual legislative meetings on Jan. 28th with Rep. Suzanne Schmitt (4th District), Senator Shelley Short (7th District), and Rep. Rob Chase (4th District). We also had three students who represented us well. These virtual meetings gave us 15 minutes to share our legislative priorities and discuss the positive impact of Charters on students and families. We gave them a heads-up about important bills to look for and answered questions they had. We also invited them all to visit and spend time at SIA. While none of these legislators were in our district, it was good to have the opportunity to talk with them about the impact of Charters.
- B. We are currently in Washington State's **short legislative session**, which runs for 60 days and is primarily focused on **budget adjustments, policy refinements, and targeted legislative priorities** rather than large-scale new initiatives. While shorter in duration, this session is significant for public charter schools, as it shapes funding, policy clarity, and long-term sustainability for the 2025–26 school year and beyond.

Key Focus of the Short Session:

- Adjustments to the **state operating and capital budgets**
 - Refinements to existing education policies
 - Addressing urgent funding or implementation issues
 - Preparing groundwork for the next full legislative session
- C. For charter schools, this session is especially important in ensuring **equitable funding, facilities access, and operational stability** across the state. On Feb. 26th, we have a group of students accompanying our Community Organizer Camille Wynecoop to Olympia for in-person legislative meetings.

2. Academic Progress & Mid-Year Monitoring

- We have reached the midpoint of the school year and are closely reviewing student achievement, credit attainment (HS), and intervention effectiveness.
- After-school tutoring and targeted supports are being launched/expanded for students needing additional academic support.
- High school credit checks are underway for any students earning Fs to ensure on-track graduation planning and credit recovery.
- Continued alignment of curriculum and vertical planning (especially in math and high school pathways) is underway to strengthen rigor and readiness for post-secondary success.
- We are in the process of choosing a new Literacy Curriculum for Kindergarten-5th Grade. The options include Bookworms and Fishtank. We will spend time over the next 4 months making the decision for a full rollout in 26-27.

3. Managing Partnerships

We have a few partnerships that we are leveraging to provide strong support for our student population. Here is a bit of information about the partnerships and their focus areas:

- Beloved Communities**- This opportunity allows for researchers from Seattle University to sponsor us in developing a community project that helps us to celebrate and build community. There are three teachers who will help me lead the work over the next three years. The focus is to create a Beloved Staff Community, so we can then hold space for students to connect to the community. The trip also includes a summer trip to Puerto Rico, a Washington retreat, an upcoming school visit, and eventually a trip to Ghana. We will receive \$20,000 for putting our plan into action over the next two years.
- Open Seat**- Virtual mentoring supports for students who need a quality connection with adults.
- 9th Grade Success**- This opportunity provides us with a grant and a coach. This was an area of focus because we did not meet metrics in our yearly data for 9th graders for 23-24. We are intentionally focusing on providing our 9th graders with a quality experience. We are focusing on belonging and ensuring they are meeting all academic metrics. The program helps us to look strategically at our students' data, creating teams to track and monitor students, support with creating and implementing interventions, transitions to and from high school, and focus intentionally on the quality of instruction. There are lots of opportunities for professional development approaching

4. February Community Highlights

- A) Community Engagement has been high this month. We have the following clubs and activities: Cheer for grades K-5 through our partnership with SYSA, lunch Career Cafes every Wednesday, after-school tutoring for Algebra, and beginning Band. We have after-school tutoring for students in K-12 happening after school twice per week. We have been WIDA testing (for students whose first language is not English) and are being served by our Multilingual learning program. We have screened all of our kindergarten students for Dyslexia. We celebrated school Counselor's week (which was a great opportunity to highlight the strengths of our counseling program). We have been celebrating Black History Month as a community. Next year our 8th graders are going to Panama for their International Trip! So far, our students have visited Costa Rica (twice), the Dominican Republic, Peru, and will go to Ecuador this summer. Our Theater Arts Dept just successfully 3 shows of Robin Hood. We will have another Spring play. The cast has just been

chosen, and rehearsals started on Saturday. The next play is a musical and will May 15th and 16th.

5. Enrollment, Retention & 26–27 Planning

- Ongoing monitoring of current enrollment stability and retention, particularly at key transition grades (5th to 6th and 8th to 9th).
 - Early planning has begun for 2026–27 staffing and master schedule alignment to ensure programming reflects student needs and enrollment realities.
 - Continued emphasis on strengthening the high school identity and programming to support long-term retention and growth.
- A. Tabling Events:** MLK March, Healthy Hearts Pow Wow, and The Lunar New Year Celebration
- B. Parent Information Nights:**
- Middle and High School** Wednesday, February 25th (6:00 - 7:15 pm)
 - Primary Academy (K-5)** Wednesday, March 4th (6:00 - 7:15 pm)
 - Middle and High School** Wednesday, March 11th (6:00 - 7:15 pm)
- C. Parent School Tour Visits:**
- February 18th (10:00 am and 1:00 pm)
 - Saturday, February 28th, 11:00 AM - 1:00 PM
 - March 4th (10:00 am and 1:00 pm)
 - Additional date/s: May 13th, 10:00 AM and 1:00 PM
- D. Deadlines:**
- Priority Enrollment Window:** January 5, 2026 to March 20, 2026
 - Returning students must re-enroll by Friday, March 20th, by 5:00 PM

6. Safety & Community Relations

- A. Continued work with the **Shiloh Hills Neighborhood Council and City of Spokane** regarding traffic flow and potential formal school zone designation. Ongoing review of campus safety practices and supervision to ensure a safe and welcoming environment for students and families.
- B. We gave our families this message: We are currently working in partnership with the **Shiloh Hills Neighborhood Council** to advocate for this important safety improvement, and we need your help. The City of Spokane is collecting community feedback to prioritize future traffic safety improvements for pedestrians and bicyclists. The more requests they receive from our families and staff, the more likely they are to explore and implement changes in our area. **Please take a moment to submit a quick request and share your thoughts about safety near SIA. How to help:**
1. Visit the City of Spokane 3-1-1 Service Request page:
<https://myspokane311.my.site.com/citizen/s/>
 2. Select: **“Safe Streets Survey (Traffic Calming)”**
 3. Share your concerns about traffic safety near Spokane International Academy and request consideration for a designated school zone. This survey is open **through March 31, 2026.**

Coversheet

Upcoming Events

Section: V. Head of School Report
Item: B. Upcoming Events
Purpose: FYI
Submitted by:
Related Material: 2025-2026 Master Calendar - March.pdf
2025-2026 Master Calendar - April.pdf

[Spokane International Academy] Event Calendar

MARCH 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday					
1 Women's History Month begins	2 Lesson Plans Due 10:00-11:00 FS-Kinder/Library 6-7 Roll Call 3:30-4:30 PA SIT 3:30 - 4:30	3 Career Parade 2nd - 3rd Grade(TBD Time) 11:00-2:00 2nd Gr/Eagles Ice Arena 3:00-4:15 PM Lego Club Grades 2-3/Cafeteria After School Tutoring 3:30 - 4:30 3:00-4:25 Yearbook Club @ Media Center	4 School Tour 10am/1pm K-5 Parent Info Night 6:00-7:15 Career Fair 9-2pm	5 8th Grade Ecuador International Trip Mtg In person 6-7pm 3:00-4:15 PM Lego Club Grades 4-5/Cafeteria After School Tutoring 3:30 - 4:30	6 1PM Dismissal All Staff Meeting 1:30 PM Intent to return notifications out to families	7 Tentative Admin Strategy Day Staff In Service Planning 9:00 - 4:00					
	8	9 Secondary SIT 3:30 - 4:30	10 New Students Start Fire Drill 10am After School Tutoring 3:30 - 4:30 3:00-4:15 PM Lego Club Grades 2-3/Cafeteria 3:00-4:25 Yearbook Club @ Media Center	11 New Tech Field Experience 8:00 - 11:00 MS/HS Parent Info Night 6:00-7:15	12 Generation Alive Food Packing Day After School Tutoring 3:30 - 4:30 3:00-4:15 PM Lego Club Grades 4-5/Cafeteria		13 1PM Dismissal Divisional 1:30 PM Committee 2:30 PM CAT-Shamrock Dance 6:00 - 9:00 Staff Considerations Due	14 Second Saturday Service @ SIA 12:00 - 2:00 Cafeteria			
			15	16 Lesson Plans Due Senior Parent Meeting 6:00 - 7:30 8-10 Roll Call 3:30-4:30 PA SIT 3:30 - 4:30	17 St. Patrick's Day EF East Coast 11/12 Parent/Student Interest Mtg Junior Parent Meeting 6:00 - 7:30 After School Tutoring 3:30 - 4:30 3:00-4:25 Yearbook Club @ Media Center		18 Sophmore Parent Meeting 6:00 - 7:30		19 Freshman Parent Meeting 6:00 - 7:30 After School Tutoring 3:30 - 4:30	20 Priority enrollment ends Data Day No School for Students Intent to return due from families WIDA testing ends	21

22	23	24	25	26	27	28
		New Students Start After School Tutoring 3:30 - 4:30 Choir Festival TBD 3:00-4:25 Yearbook Club @ Media Center				
29	30	31				
	Lesson Plans Due	11:30 AM Dismissal Family Conferences & Book Fair 12:00 - 4:00				
	Term 3 Reports Due	10:00-3:00 Band Festival @ SFCC Reports sent to families				
	Possible Book Fair delivery?	PA SIT 3:30 - 4:30 3:00-4:25 Yearbook Club @ Media Center				
		Notes: Women's History Month, Read Across The World HS Prep Night (8th Graders) Yearbook Orders Tours & Info Nights Career Cafe (Wednesdays during lunch)				

[Spokane International Academy] Event Calendar

APRIL 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 11:30 AM Dismissal Passover begins Band Festival, TBD Autism Awareness Month	2 11:30 AM Dismissal	3 11:30 AM Dismissal Good Friday House Games 10-10:30 End of 3rd Qtr	
			SAT	PSAT		
			Family Conferences & Book Fair 12:00 - 4:00	Family Conferences & Book Fair 12:00 - 4:00	Family Conferences & Book Fair 12:00 - 4:00	
5 Easter	6 Spring Break	7 Spring Break	8 Spring Break	9 Spring Break Passover ends	END of ARC 3	11
					10 Spring Break	
12	13 Enrollment Lottery this week Lesson Plans Due CoGat assessments begin Secondary SIT 3:30 - 4:30	14 3:00-4:25 Yearbook Club @ Media Center	15 Tax Day Blood Drive Program SCC College Tour 8:00 - 11:00	16 Choir Concert 4:30 - 5:30	17 1PM Dismissal All Staff Meeting 1:30 PM Cafeteria	18
19	20 Enrollment lottery 11-12 Roll Call 3:30-4:30 PA SIT 3:30 - 4:30 MAP Testing	21 College & Career Workshop 3:30 - 5:00 3:00-4:25 Yearbook Club @ Media Center MAP Testing	22 Administrative Professionals Day 4:30 -Board Meeting Earth Day 4:30 Board Meeting @ Media Center Band Concert (M/W) 4:30 - 5:30 MAP Testing	23 Shelter in Place Drill 2pm Band Concert (T/R) 4:30 - 5:30 MAP Testing	24 1PM Dismissal 6-12 Mixer 7-9 Divisional 1:30 PM; PA: K-2 Move-up Committee 2:30 PM HS Job Shadow Day MAP Testing	25 Tentative Admin Strategy Day Staffing Planning 9:00 - 4:00

			Instruction Partners On Site Visit			
26	27	28	29	30		
	Lesson Plans Due	Counselor & Community Summer Resource Fair	5:30 - Beginner Band Concert	5:30-Advanced Band Concert		
	Secondary SIT 3:30 - 4:30	3:00-4:25 Yearbook Club @ Media Center				
	MAP Testing Make-up	MAP Testing Make-up	MAP Testing Make-up	MAP Testing Make-up	MAP Testing Make-up	
		Notes: Summer Resource Fair PSAT, SBA Prep Autism Awareness Month Career Cafe (Wednesdays during lunch) Arab American Heritage Month Vision & Hearing Screenings Chase Youth Awards				

Coversheet

Update

Section: VI. Portrait Of A Graduate - High School Pathways
Item: A. Update
Purpose: Discuss
Submitted by:
Related Material: Graduate_Profile_-_SIA_Board_Meeting.pdf

GRADUATE PROFILE

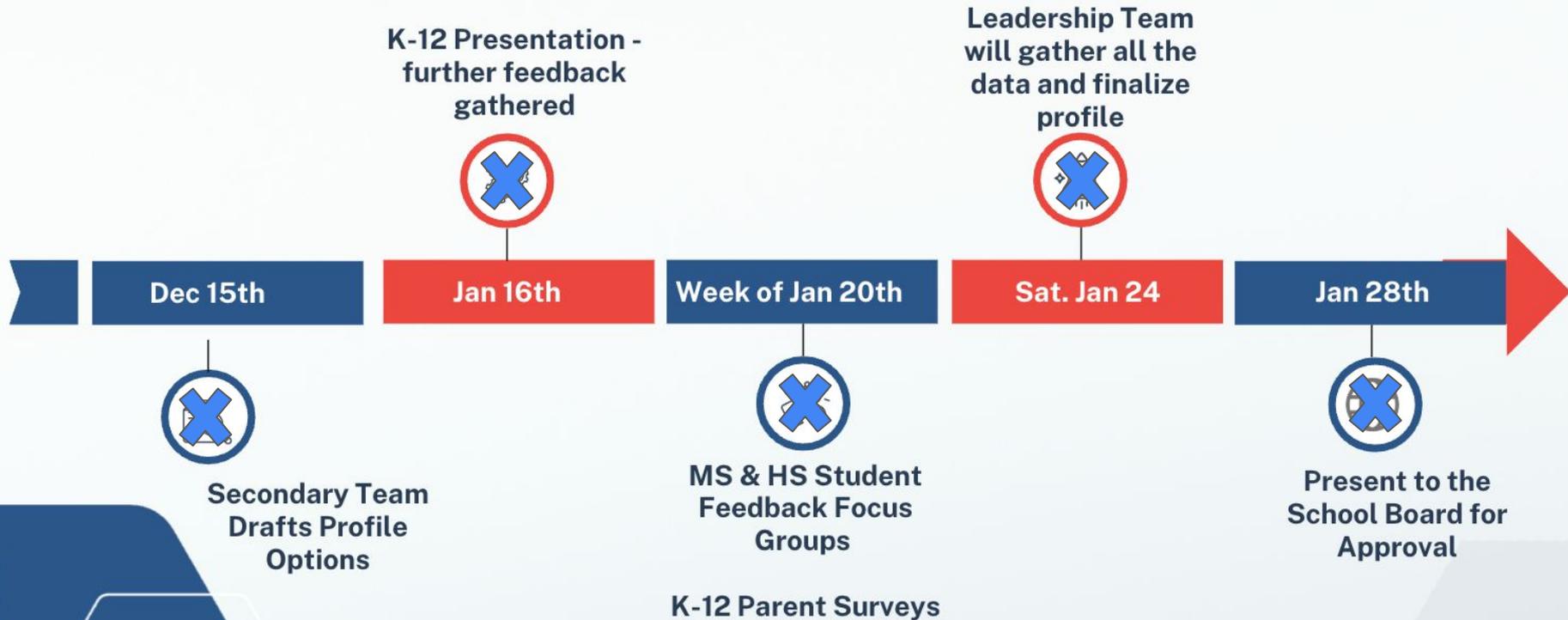
SCHOOL BOARD MEETING

February 23, 2026

TONIGHT:

1. Graduate Profile Update
2. Student, family, and staff feedback
3. New pathway launch 2029
4. Questions

GRADE PROFILE TIMELINE



RACE TO THE TOP: HS TOP CHOICES

Round 1:

Creative

Effective
Communicator

Problem Solver

Emotional Intelligence

Global Competence

Academically and
Career Ready

RACE TO THE TOP: PRIMARY

Round 1:

Creative

Accountable

Round 2:

Effective Communicator

Problem Solver

Emotional Intelligence

Global Competence

Academically and Career
Ready

Round 3:

RACE TO THE TOP: HS STUDENTS

Round 1:

Respectful

Round 2:

Emotional Intelligence

Global Competence

Accountable

Creative

Round 3:

Effective Communicator

Problem Solver

Academically and Career
Ready

Round 4:

Race to the Top: MS Parents

Round 1:

Respectful

Round 2:

Creative

Round 3:

Emotional Intelligence

Accountable

Global Competence

Round 4:

Academically and
Career Ready

Effective
Communicator

Problem Solver

Race to the Top: HS Parents

Round 1:

Round 2:

Global Competence

Creative

Respectful

Round 3:

Emotional Intelligence

Round 4:

**Academically and
Career Ready**

Effective
Communicator

Problem Solver

Accountable

Adopted Profile Attributes:

Adopt the following Graduate Profiles:

1. Problem Solver
2. Academically Prepared for College and Career
3. Effective Communicator
4. Accountability
5. Emotional Intelligence
6. Global Competency

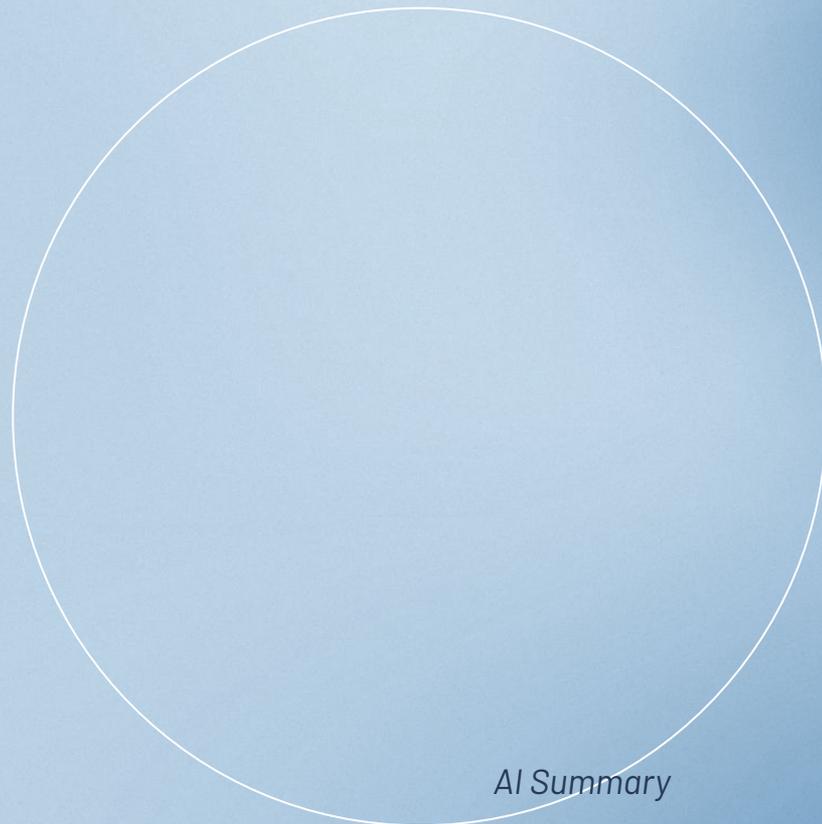
PRIMARY TEACHER FEEDBACK

Problem Solving: Strong support. Must clearly include critical thinking and independence. Could connect to leadership and global competency.

College & Career Readiness: Expand beyond college to include trades, military, and workforce pathways. Communication is essential to readiness.

Effective Communication: Needs intentional teaching (written and spoken). Connected to emotional intelligence and career success.

Global Competency: Core to our identity. Should be embedded across all subjects and emphasize openness to diverse perspectives.



AI Summary

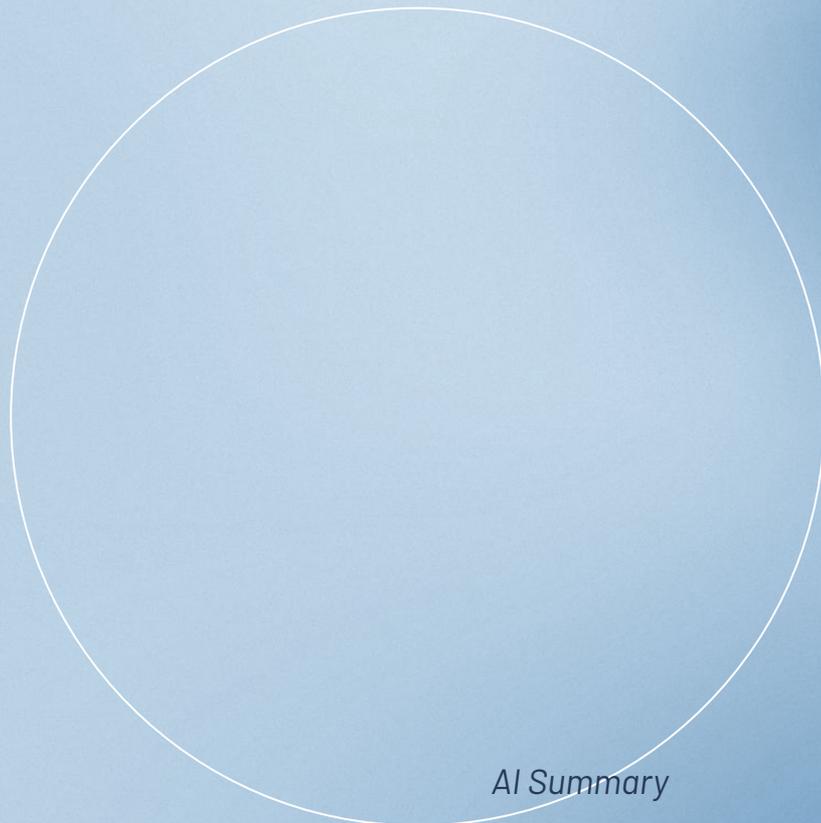
PRIMARY TEACHER FEEDBACK

Leadership: Clarify distinction between leadership and goal-setting. Focus on initiative and agency, not just titles.

Creativity: Important for self-expression and problem solving. Requires structured opportunities to develop.

Accountability / Agency: Major concern. Students must learn perseverance, responsibility, and ownership of choices. Should be embedded schoolwide.

Emotional Intelligence: Foundational skill tied to communication and accountability. Must be taught intentionally through discourse and real-world practice.



AI Summary

Student Themes (Classroom Visits)

6th Grade:

- Parents are keeping them here
- They feel like they need to know about money and academics

7/8th Grade:

- Friends, teachers and parents keep them here
- Financial literacy, how to succeed professionally, empathy, citizenship

9th/10th:

- Friends and strong academics keep them here
- They want more life skills, understanding college, financial literacy, and information about job applications

AI Summary

IN DEPTH CONVERSATION WITH A WISE 10TH GRADE STUDENT

Focus on the middle school

Build more steps and supports to get to rigorous content

Allow people to be ready on their own timelines

ADD ADDITIONAL Comments/Feedback

HIGH SCHOOL STUDENT FEEDBACK 9TH & 10TH GRADE MEETING

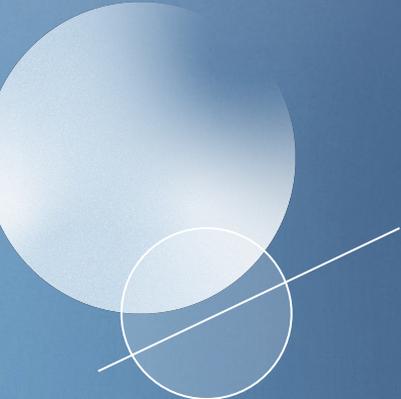
<https://docs.google.com/document/d/1nkSdEfrwsKmJdBHuEfS2S881tJ0aY8-qjkkBLH6pCo/edit?usp=sharing>

1. Financial Literacy and Economic Dependence
2. Career Employment and Readiness
3. College and Postsecondary Readiness
4. Life Skills and Independent Living
5. Social, emotional and ethical skills
6. Civic and Global Awareness

AI Summary

HS FAMILY

FEEDBACK
9 Surveys returned



What do you most hope your child gains from their high school experience at SIA?

7 responses

Balancing college and Community life in education and career.

Knowledge and liking more about kearning.

All the knowledge and skills he needs to have a good life.

Leadership skills and independence to make future decisions

An education

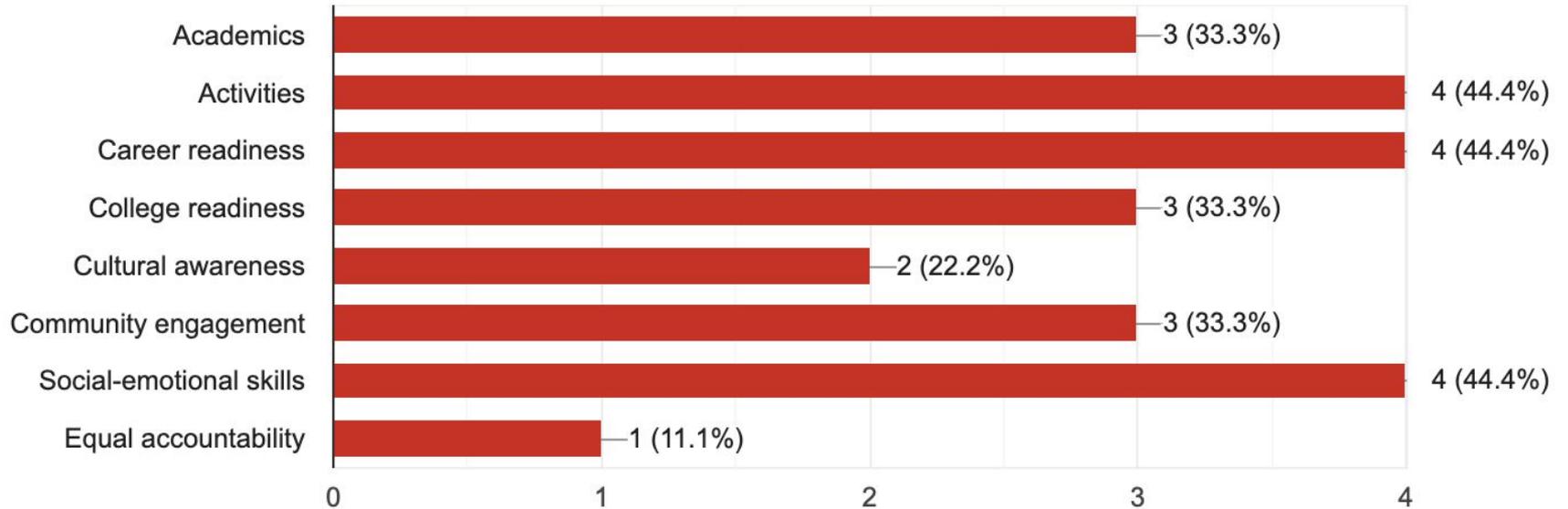
Being prepared for the next steps in life.

1. Academic and life skills to prepare him for higher education (highest priority)
2. A well-rounded high school experience

Which areas should we focus on more? *(Select all that apply)*

 Copy chart

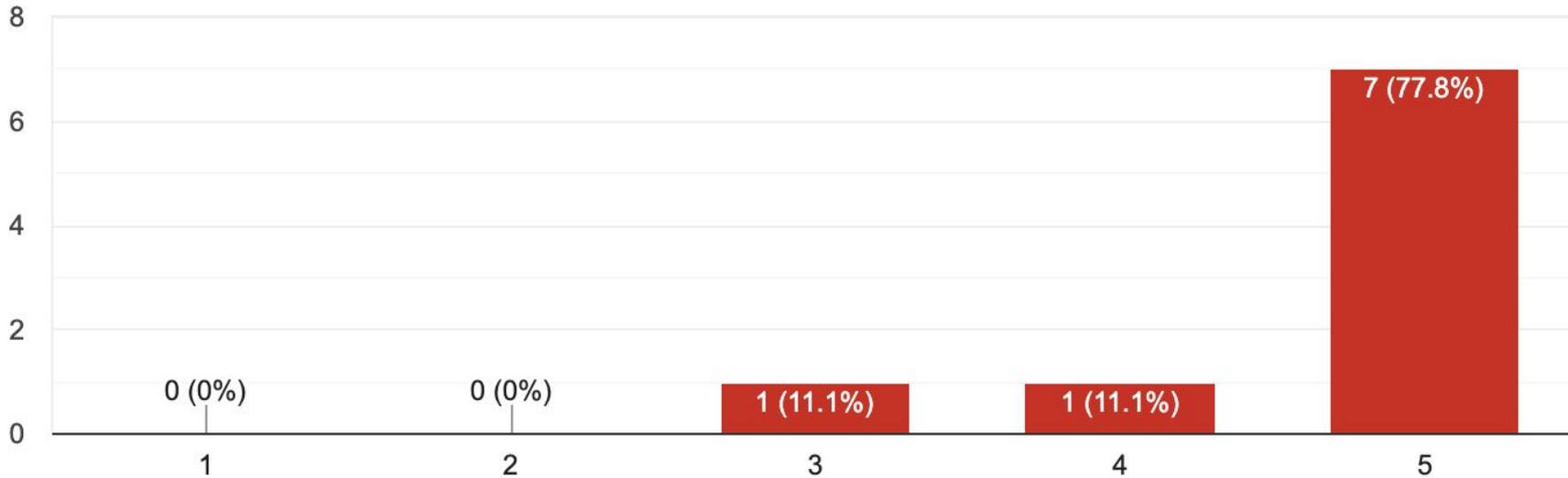
9 responses





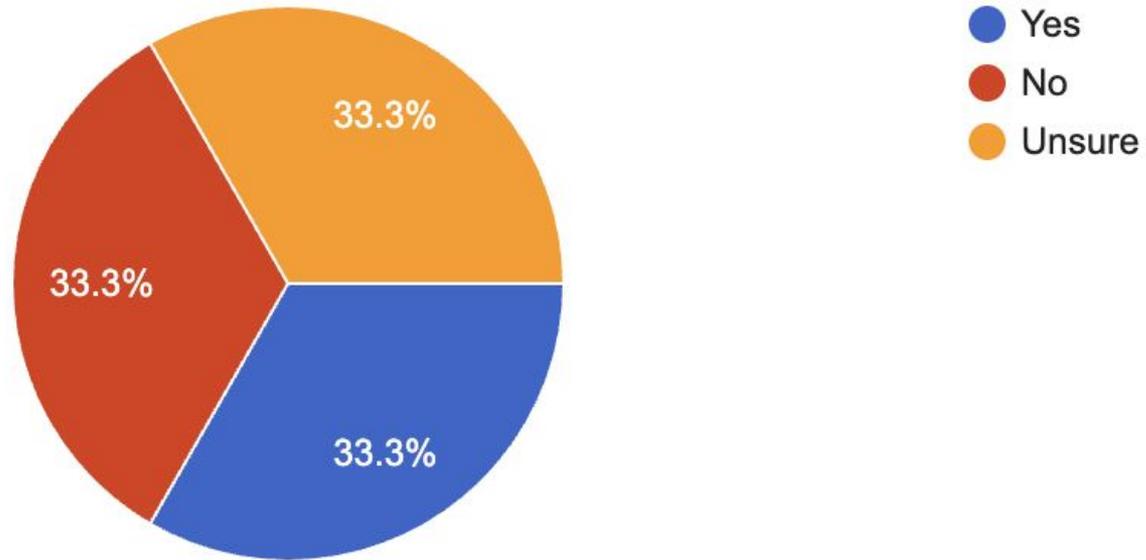
How important is it to you that students graduate with skills recognized and valued beyond academics?

9 responses



Would you like to see more course and program options offered **on campus** instead of primarily through Running Start/Skill Center?

9 responses



Are there programs, classes, or experiences you wish were offered at SIA?

7 responses

Yes...sports

No SIA is great

No

Money management and real life skills.

More sport opportunities more music opportunities.

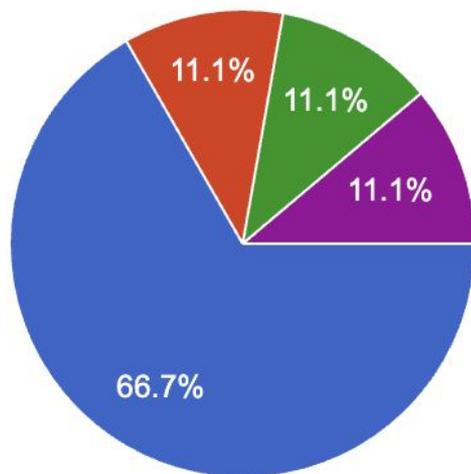
Hands on skills in things like engineering, entrepreneurship, technology etc.

More community-building events specific to the high school. Things that set the high school apart from the rest of the school so the students don't have to worry about missing out on high school experiences.



How does the size of the high school student body feel to you?

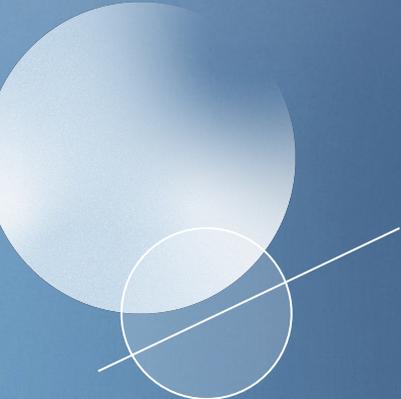
9 responses



- Just Right
- Wish it was bigger
- Wish it was smaller
- I don't know
- Class sizes are fine but the facility is too small.

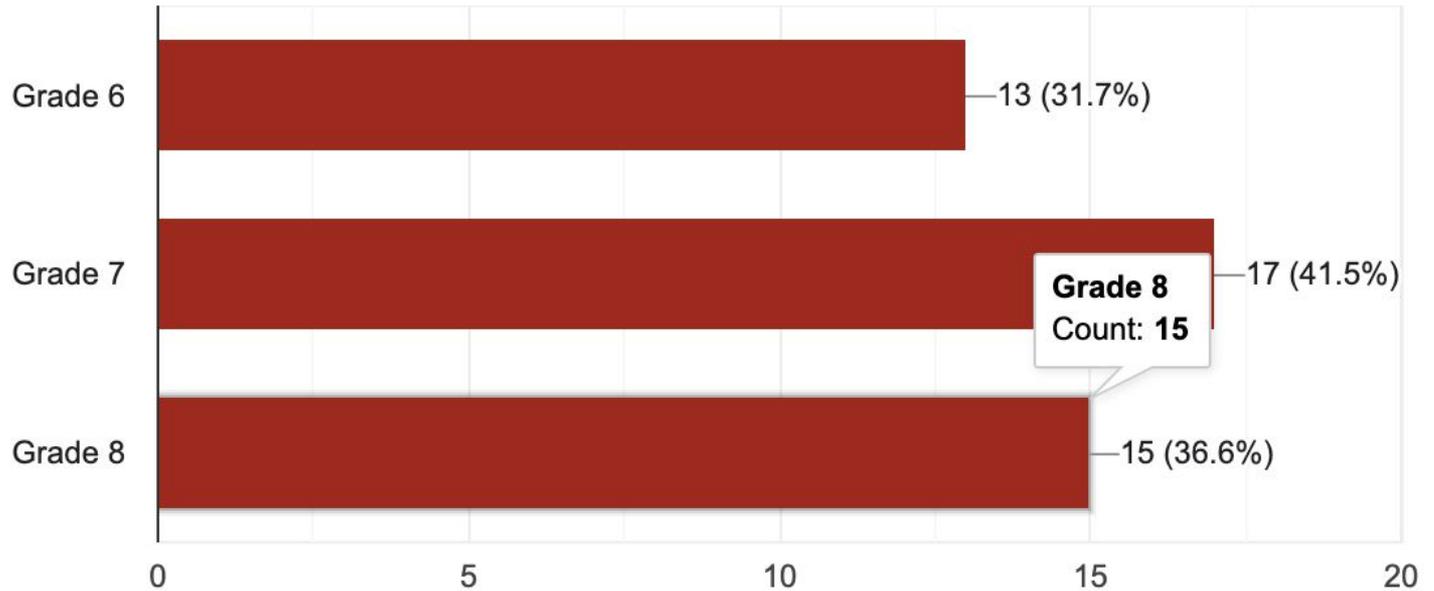
MS FAMILY

FEEDBACK
41 survey responses



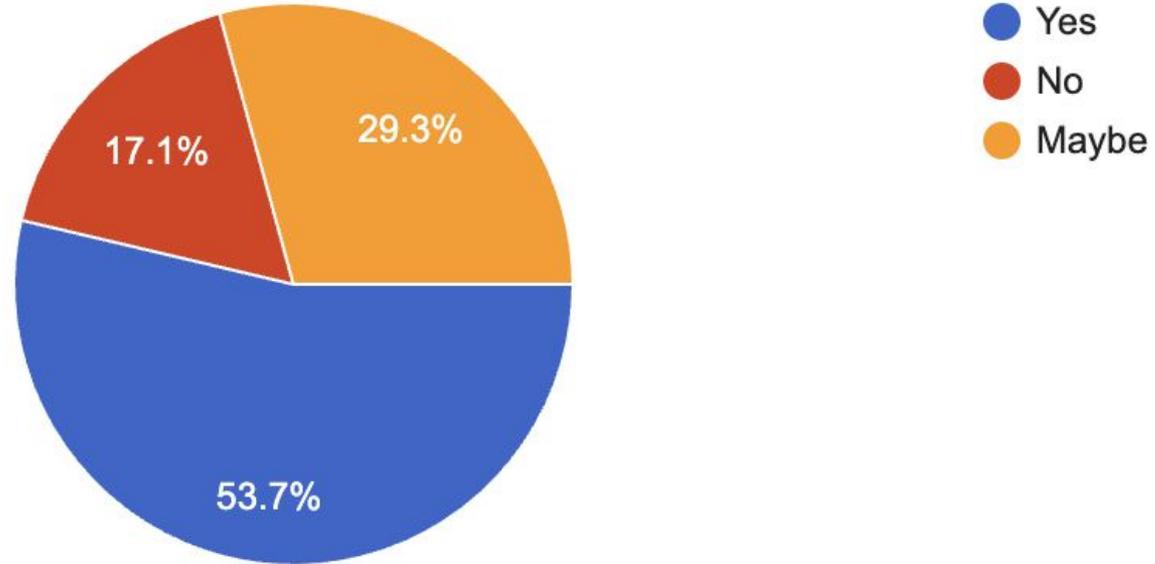
What grade(s) are your student(s) in?

41 responses



Is your student planning to attend high school at SIA?

41 responses



WHY FAMILIES ARE CHOOSING TO STAY

Positive Experience & Community

- Students feel safe, happy, and supported.
- Long-term relationships and friendships matter.
- Families value the smaller environment and sense of belonging.
- Appreciation for SIA's mission and global perspective.

Academic Strength

- Students feel appropriately challenged.
- Families value college preparation and Running Start.
- Desire for continued academic rigor and structure.
- Confidence in SIA's standards and support.

Stability

- Students are doing well and families don't want to disrupt success.
- Many students have attended SIA for most or all of their schooling.

AI Summary

WHY FAMILIES CHOOSE TO LEAVE/UNSURE

Athletics & Activities

- Desire for more sports, clubs, and extracurricular opportunities.
- Interest in a more traditional high school experience.
- Some students want a larger school environment.

Program Fit

- Running Start or NewTech may not fit every student.
- Concerns about limited class and elective options.

Logistics

- Transportation challenges.
- Potential family moves.

Uncertainty

- Nervousness about the newer high school structure.
- Friends leaving for other schools.

AI Summary

WHAT DO MS FAMILIES WANT FROM HS

1. Strong Academic Preparation

- College readiness and strong study skills
- Critical thinking, problem solving, and time management
- Opportunity for Running Start, AA degree, or trade pathway
- Preparation for life beyond high school

2. Confidence & Independence

- Self-efficacy and goal setting
- Accountability and responsibility
- Emotional maturity and resilience
- Ability to navigate challenges independently

3. Social & Emotional Growth

- Sense of belonging and community
- Social intelligence and compassion
- Emotional intelligence and relationship skills
- Positive peer engagement

AI Summary

WHAT DO MS FAMILIES WANT FROM HS

4. Real-World Readiness

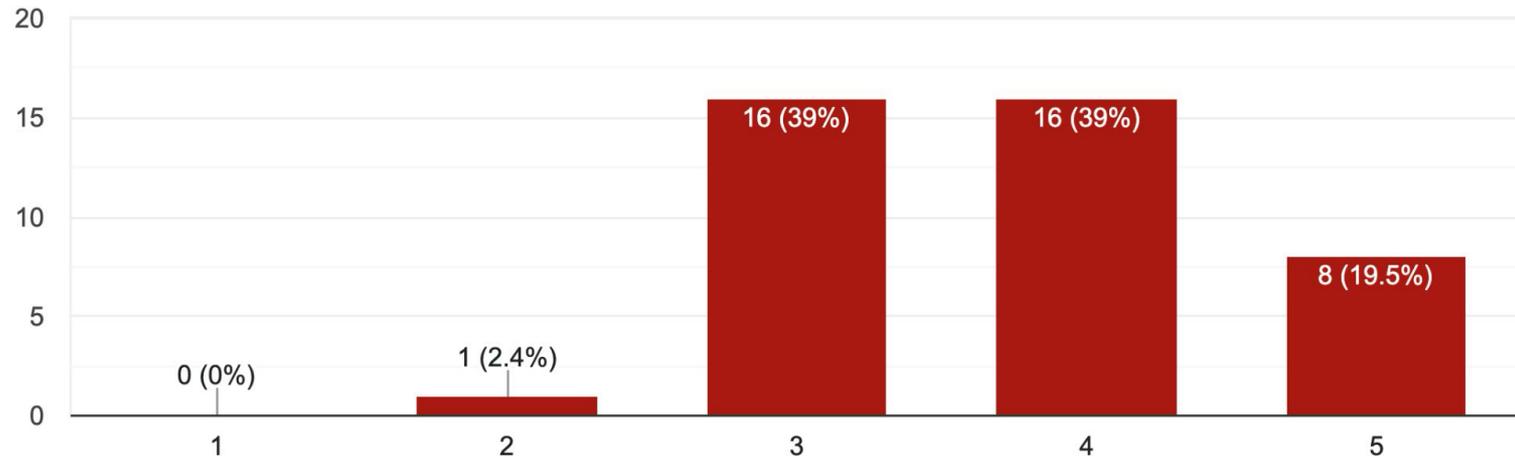
- Life skills beyond core academics
- Workforce preparation and career exploration
- Volunteerism and community connection

5. Balanced High School Experience

- Blend of academics and extracurriculars
- Clubs, sports, dances, and memory-making
- Opportunity to explore passions while still “being a kid”

How well do you feel our current program prepares students for high school and beyond?

41 responses





BASED ON
FEEDBACK WE
WANT TO BUILD
A 3RD PATHWAY



LEADERSHIP PATHWAY

- This is an option for students to stay on campus full time
- Students can mix and match their pathway experiences based on what feels right for them
- Build a capstone project for students who complete this pathway
- Better fulfill our SIA mission with students who are on campus daily
- Builds FTE which could later build our sports programs
- Some leadership class ideas (electives)
 - Human Centered Problem Solving
 - Study strategies for advanced coursework (college readiness)
 - Conflict resolution & persuasive communication
 - Ethical decision making
 - Global Systems and Current Issues

