Welcome!

Levy Advisory Committee
September 16, 2025
Maywood Middle School
Meeting 2

ISSAQUAH
SCHOOL DISTRICT 411

Land Acknowledgement

We acknowledge that we are on the Indigenous Land of Coast Salish peoples who have reserved treaty rights to this land, specifically the Snoqualmie Indian Tribe and Duwamish. We thank these caretakers of this land who have lived and continue to live here since time immemorial.

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OBJECTIVES

- Ground ourselves in our collective purpose.
- Learn about the Technology and Critical Repairs Levies and their connection to the strategic plan.
- Provide feedback and learn about next steps.

AGENDA

01 **Welcome & Recap**
- Revisit our shared purpose
- Recap of previous meeting

02 **Technology Levy**
- Review current levy, new initiatives, and options for the 1:1 program
- Table exercise

03 **Critical Repairs Levy**
- Review Critical Repairs categories and how they support safe, functional learning environments
- Table Exercise

04 **Table Exercise and Closeout**
- Group table exercise
- Closeout and next steps

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Welcome!

Take a moment to say hi to someone sitting at a different table

Purpose & Goals

Purpose

To advise the Superintendent as she prepares a recommendation for the School Board to approve a levy issue for the 2026 ballot.

Goals

Recommend for Superintendent Tow-Yick's approval the proposed content, total cost, and tax impact of 3 ballot measures:

- Educational Programs and Operations Levy
- Capital Levy (Technology and Capital)
- Transportation

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Recap

Recap from last meeting

Q&A/ Menti

Large group conversation -5 minutes

(Menti available for committee members' participation during meeting).

Join at Menti.com | use code *********

Recap – What We Heard

- Broad support for a Transportation Levy that funds electric buses and charging stations
- Preference to deploy and pilot buses districtwide, not in one region

Recap – What We're Doing

- Preparing a modified electric bus proposal that includes:
  - Installation of electric charging infrastructure at the main transportation facility
  - Adjusts bus purchase number to fund charging infrastructure
  - Provides for possible pilot routes across the district to test performance and collect data

➡ *The updated plan will be brought forward for Committee review at Meeting #4*

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Technology Levy

Jason Golec, Chief Information Technology Officer

Diana Eggers, Director of Educational Technology

Technology Levy

Safe, connected, and future-ready learning

Current Levy – Universal Digital Learning Experience

Guaranteed Access

- Teaching Stations
- Classroom Audio/Video
- Student Devices
- Student Connectivity
- Modern Library Experience

Professional Development

- All staff & small groups
- Focused on developing teacher skill and knowledge to provide students an engaging digital learning experience where they learn technology and use technology to learn.
- Excite, engage, explore and explain

Support

- Instruction – supporting teachers in the classroom
- Online access – supporting teachers, students and families on access to digital resources and tools.
- Devices – Supporting students and staff technology based resources.

The Next Level – From Access to Impact

Build a safe, connected, and future-ready learning environment for every student and staff member.

Core Tools for

- Learning Management, Creativity, Productivity, Collaboration, Accessibility, and Research and Analysis
- From implementation to more deeply and consistent usage

AI Integration

- Not replacing teachers, but…
  - Enhancing feedback
  - Reducing admin load
  - Supporting personalized learning

Instructional Practices

- Moving from integration to transformative use
- Aligning with Universal Design for Learning practices
- Professional Development

Funding Categories

Classroom:
Learning Devices &
Classroom Tools

Support:
People, Training & Service

Infrastructure: Core Infrastructure, Safety & Platforms

Cost per Funding Category

Category	2027-28	2028-29	2029-30	2030-31
Classroom - New	$751K	$820K	$834K	$852K
Classroom - Continuation + Strengthen	$5.62M	$5.66M	$5.70M	$5.74M
Support – New	$485K	$335K	$335K	$335K
Support - Continuation + Strengthen	$15.40M	$15.86M	$16.33M	$16.81M
Infrastructure – New	$329K	$345K	$362K	$381K
Infrastructure - Continuation + Strengthen	$2.28M	$2.36M	$2.45M	$2.54M
Totals	**$24.87M**	**$25.38M**	**$26.01M**	**$26.66M**

1:1 Program – Tools for Today, Skills for Tomorrow

District-Provided Devices (current model)

- Cost: about $2.5 million per year
- District owns and manages all devices.
- Consistent hardware and software environment.
- Simplified support and security.

Hybrid Bring Your Own Device Model

- Estimated savings: $500,000–$750,000 per year.
- Families who wishes to provide a laptop for their student can; district will provides a laptop for those that choose not to.
- Requires robust equity safeguards and support for mixed environments.

1:1 Pros and Cons

Factor	District-Provided	Hybrid BYOD
Cost	Higher (about $2.5 million per year)	Lower (saves $500,000–$750,000)
Equity	Guaranteed for all	Risk of gaps if not managed
Support	Centralized, predictable	Complex (varied devices)
Security	Full district control	Mixed compliance
Instructional Time	Minimal disruption	Potential loss due to troubleshooting
User Experience	Consistent	Variable

Potential Impacts

Instructional Time

- Current model: Teachers can start lessons immediately.
- Hybrid model: Risk of delays due to device compatibility, troubleshooting, and app access.

Equity & Access

- Must ensure no student is disadvantaged.

Q&A

Large group conversation -5 minutes

(Menti available for committee members' participation during meeting).

Join at Menti.com | use code *********

Activity: Turn and talk at your table -5 minutes

Prompt: What resonates with you the most? What are you most curious about?

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: Pulse check on how you feel about a 1:1 program vs a Hybrid option

Steps:

- Individual reflection and Menti poll – 2 minutes

(Menti available for committee members' participation during meeting).

Leveraging AI in Education – Empowering People, Enhancing Learning (new initiative)

What

- Integrate AI tools into daily workflows:
  - Microsoft Copilot for staff: streamline tasks, automate reporting, enhance productivity.
  - Colleague.AI for teachers and students: lesson planning, grading assistance, instructional support.
- Provide secure, district-managed AI access aligned with privacy and compliance standards.

Why

- Reduce administrative burden for staff and teachers.
- Increase instructional time by automating repetitive tasks.
- Personalize learning and improve student engagement.
- Prepare students and staff for a future-ready, AI-enabled world.

How

- Phase 1 - Pilot with early adopters in teaching and operational roles.
- Phase 2 - Expand access with targeted professional development.
- Phase 3 - Embed AI into core workflows (lesson planning, data analysis, communication).
- Governance - Establish AI usage guidelines, ethics, and security protocols.

Measures

- Adoption metrics - % of staff and teachers actively using AI tools.
- Efficiency gains - Time saved on administrative tasks.
- Instructional impact - Teacher feedback on lesson planning and grading.
- Student outcomes - Engagement and performance indicators.

Technology Infrastructure Refresh (strengthen)

What

- Refresh and modernize infrastructure (Switching and wireless systems)
- Increase network redundancy
- Expand Microsoft ecosystem integration; Azure AD for identity and access management, Optimize Microsoft 365 services for collaboration and security and utilize Intune for device management.

Why

- Reliability – Ensure uninterrupted learning and operations.
- Performance – Support high-bandwidth needs for 1:1 devices, streaming and AI tools.
- Capacity for Growth – prepare for the future technologies and enrollment changes.
- Security – Harden infrastructure and leverage Microsoft's security stack for advanced threat protection.

How

- Complete lifecycle analysis of infrastructure hardware.
- Review warranty and support status of all our critical systems.
- Risk assessment to identify single points of failure and capacity gaps.
- Roadmap to expand utilization of Microsoft 365 services.

Measures

- Uptime of core systems
- Bandwidth Utilization – monitor and optimize for peak demand.
- Incident Rates – reduce unplanned outages year-over-year.
- Microsoft Adoption Metrics – Intune enrollment, MFA adoptions, Teams usage, etc.

Data Warehouse – Data Driven Decisions (new initiative)

What

- Build a centralized, secure data warehouse to unify student, operational, and financial data.
- Enable real-time dashboards for decision-making.
- Integrate with Microsoft ecosystem (Power BI, Azure) for analytics and reporting.
- Provide role-based access for principals, teachers, and district leaders.

Why

- Accuracy: Eliminate data silos and reduce manual errors.
- Timeliness: Give leaders and teachers real-time insights for instructional and operational decisions.
- Equity: Use data to identify and close opportunity gaps.
- Efficiency: Reduce time spent on reporting and compliance tasks.

How

- Phase 1: Consolidate core systems (SIS, HR, Finance) into a single data model.
- Phase 2: Deploy Power BI dashboards for leadership and school teams.
- Phase 3: Expand to predictive analytics and AI-driven insights.
- Establish data governance framework for quality, security, and compliance.

Measures

- Data accuracy rate across integrated systems.
- Dashboard adoption metrics (logins, usage frequency).
- Time saved on reporting and compliance tasks.
- Decision impact: Evidence of data-informed instructional and operational decisions.

Wi-Fi on Buses Pilot (new initiative)

What

- Pilot Wi-Fi-enabled school buses on routes exceeding 30 minutes.
- Equip buses with secure, filtered mobile access points.
- Integrate with district network policies for compliance and safety.

Why

- Extend learning time for students during long commutes.
- Close access gaps for students without reliable home internet.
- Support equity and engagement by enabling homework and digital resources on the go.

How

- Identify routes over 30 minutes and prioritize based on student need.
- Evaluate hardware options and data plans with CIPA-compliant filtering.
- Establish acceptable use guidelines and monitoring processes.
- Coordinate with transportation and IT teams for installation and support.

Measures

- Usage metrics - Average data consumption and active sessions per route.
- Student feedback - Surveys on usefulness for learning.
- Impact indicators - Homework completion rates, engagement during commutes.
- Operational metrics - Connectivity uptime and support ticket volume.

Crisis Alert Safety Platform (new initiative)

What

- Deploy a Crisis Alert system across all schools:
  - Wearable badges for staff to trigger alerts instantly.
  - Visual and audible notifications for campus-wide awareness.
- Provide real-time reporting and analytics for drills and incidents.

Why

- Immediate response to emergencies reduces risk and saves lives.
- Consistent safety protocols across all schools.
- Peace of mind for staff, students, and families.
- Supports district commitment to safe learning environments.

How

- Completed site assessments for coverage and infrastructure needs.
- Established partne rship with vendor for phased deployment.
- Coordinated with school leadership and security teams for training and drills.
- Funding allocated for hardware, software, and ongoing support.

Measures

- Response time during drills and real incidents.
- Coverage verification: 100% of staff equipped and trained.
- Adoption rate: Percentage of staff actively using the system.
- Safety drill performance: Compliance and effectiveness metrics.

Professional Development (strengthen)

What

- Continuous improvement cycle for professional development
- Building confidence, fostering innovation, and supporting classroom integration
- Align PD with Universal Design for Learning and grade level expectations

Why

- Ensure PD evolves with educator needs and the pace of technological change.
- Empower teachers to drive student engagement and improve outcomes.
- Create a digitally fluent learning culture across the district.
- Support equity and accessibility through UDL-aligned practices.

How

- Review of core digital tools and alignment with UDL strategies
- Define technology integration expectations by grade level and content area.
- Develop new PD plan that raises the baseline use of core tools, consistent expectations and spark innovation.

Measures

- Participation rates in PD sessions.
- Teacher confidence and self-reported readiness.
- Classroom observations showing integration of core tools and UDL strategies.
- Impact metrics of student engagement and digital fluency benchmarks.

Customer Service (strengthen)

What

- Modern IT Service Management Platform with automation and analytics
- Clear SLAs for response and resolution times.
- Proactive communication and training to reduce repeat issues.
- AI-driven support features (chatbots, predictive ticket routing) for faster resolution.

Why

- Reduce time to resolution and minimize classroom disruptions.
- Improve user experience by making support simple, transparent and accessible.
- Build trust through consistent, measurable service.
- Free up technology staff for strategic work by automating routine tasks.

How

- Process maps for incident, request, and escalation workflows.
- Intake channels consolidated into a single, user-friendly portal.
- Pilot AI features in the Service Management platform for ticket triage and knowledge suggestions.

Measures

- CSAT (Customer Satisfaction) scores after ticket closure.
- First-Contact resolution rate.
- Mean Time to Resolve for incidents and requests.
- SLA compliance percentage.

Summary of New Initiatives

|----------Estimated Cost----------|

New Initiative	27-28	28-29	29-30	30-31
Leveraging AI in Education	$250,500	$320,375	$333,644	$352,326
Data Warehouse	$250,000	$262,500	$275,625	$289,406
WiFi on School Bus Pilot	$235,000	$85,000	$85,000	$85,000
Crisis Alert Safety Platform	$250,000	$250,000	$250,000	$250,000
Digital Security Testing and Training	$78,750	$82,688	$86,822	$91,163
Device Upgrades and Modernizing	$500,000	$500,000	$500,000	$500,000

Total Annual Investment	**$1,564,250**	**$1,500,563**	**$1,531,091**	**$1,567,895**
Estimate Amount per $1,000 AV	**< $0.03**	**< $0.03**	**< $0.03**	**< $0.03**

Estimated Tax Rate Impact

Technology Levy

If Passed, Expected Impact

- **Sustained 1:1 Device Access** - Every student and staff member continues to have reliable, district-managed devices that support learning and teaching.
- **Modernized Infrastructure** – Upgraded networks, wireless systems, and platforms ensure secure, uninterrupted access to digital tools.
- **Strengthened Cybersecurity** – Ongoing monitoring, testing, and training protect sensitive data and reduce exposure to cyber threats.
- **Enhanced Instructional Support** – Teachers receive coaching and professional development to integrate technology in ways that boost engagement and outcomes.
- **Equitable Access** – All students, regardless of family income or home internet availability, have equal access to digital learning resources.
- **Innovation and Safety** – Investments in AI tools, crisis alert systems, and data-driven platforms foster future-ready learning and safer schools.

If Not Passed, Expected Impact

- **Loss of 1:1 Device Access** – Students and staff would no longer have reliable, district-managed devices, creating inequities and instructional disruption.
- **Aging Infrastructure** – Network systems, wireless access, and core platforms would degrade, leading to outages, slower performance, and reduced security.
- **Cybersecurity Gaps** – Without continued investment, the district's ability to protect data, monitor threats, and respond to cyber risks would be significantly weakened.
- **Reduced Instructional Support** – Fewer resources for teacher training, classroom integration, and technology coaching would limit innovation and student engagement.
- **Equity Risks** – Students without personal devices or reliable home connectivity would be disproportionately affected, widening access gaps.
- **Delayed Innovation** – Emerging opportunities such as AI tools, crisis alert systems, and data-driven decision-making could not be implemented, leaving the district behind peer districts.

Q&A

Large group conversation -5 minutes

(Menti available for committee members' participation during meeting).

Join at Menti.com | use code *********

Activity: Turn and talk at your table -5 minutes

Prompt: What resonates with you the most? What are you most curious about?

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: How important are each of the “New Technology Initiatives” to you?

Steps:

- Individual reflection and Menti poll – 2 minutes

(Menti available for committee members’ participation during meeting).

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Critical Repairs Levy

Jason Morse, Executive Director of Operations

Tom Mullins, Director of Capital Projects

Critical Repairs Levy

The Critical Repairs Levy focuses on addressing the most urgent facility needs to keep schools safe, functional, and supportive of modern learning.

- The 2024 Facilities Assessment, 2025 Staff Survey, and feedback from maintenance staff helped to identify over $100 million in district needs
- District capital projects and operations staff prioritized $55 million in highest-priority projects for the next four-year cycle.

Critical Repairs Levy

Advances the District's Strategic Plan priorities

- **Student Well-Being**
  Ensuring facilities are safe, healthy, and supportive learning environments.

- **Academic Opportunities**
  Maintaining functional spaces that support quality instruction and diverse program offerings.

- **Organizational Effectiveness**
  Preserving capital assets and maximizing the efficient use of taxpayer resources.

Vision

- **Protect Safety and Health:** Address immediate life-safety priorities such as secure vestibule installations and upgraded fire alarm systems
- **Preserve Building Integrity:** Replace or repair major systems (HVAC, roofs, plumbing, electrical) to avoid costly emergency failures and reduce long-term maintenance costs
- **Enhance Learning Environments:** Ensure classrooms, libraries, and shared spaces remain comfortable, accessible, and functional year-round
- **Target Highest Priorities First:** Use the facilities assessment and building-level project data to focus funding on projects with the most urgent safety or operational impact
- **Demonstrate Fiscal Responsibility:** Deliver improvements in every region of the district while keeping the combined tax rate stable at $3.17, consistent with the Board's current stated preference

Safety and Security

$12 million

- Construction of security vestibules at three comprehensive high schools
    - Liberty, Issaquah, and Skyline high schools
- Replace aging life safety systems
    - Fire alarms systems
    - Intercom replacement

Roofing Improvements

$15.2 million

Many school roofs are at or beyond their expected service life, increasing the risk of leaks, structural damage, and learning disruptions

- Full roof replacement at Maple Hills Elementary School
- Provides funding for partial replacement and repairs of other roofs

HVAC / Plumbing Improvements $12.4 million

- HVAC (heating, ventilation, air conditioning systems) will be replaced, modernized or repaired

  HVAC controls software upgrades
  - Allows for more consistent temperatures and energy efficient operation of HVAC systems
  - Increased cyber security of HVAC software
  - Repair or replace aging HVAC units

- Plumbing
  - Replace of aging aging/end-of-life hot water tanks

Sports Field Improvements

$11.2 million

A select group of high school athletic fields have been prioritized for resurfacing in this cycle, to ensure safety and year-around usability.

- Liberty, Issaquah, and Skyline high schools
  - Replace softball infield turf
  - Replace Skyline HS softball outfield turf

- Liberty, Issaquah, and Skyline high schools
  - Replace baseball infield turf

- Replace Liberty High School and Skyline High School stadium turf

- Middle Schools synthetic turf conditioning

Food Service Equipment

$500,000

Replaces aging food service equipment districtwide

- Replaces food warmers, convection ovens, milk coolers, shelving, dishwashers, washer/dryer, salad bar, water softeners and ice machines at various locations throughout the district

Miscellaneous Repairs

$1.7 million

Examples:

- Skyline High School
  - Theater lighting repairs/replacement
- Issaquah Middle School
  - Interior corridor wall repair
  - Single-use restroom pilot
- Transportation Center
  - Changing room upgrades

Summary

$55 million

The $55 million Critical Repairs Levy focuses on the district's highest priority facility needs including roofs, HVAC, safety systems, fields, and essential equipment while dedicating project management resources to ensure efficient delivery.

This balanced package preserves building integrity, supports safe learning environments, and keeps the tax rate stable.

Category	Total
Roofing Improvements	$15.2M
HVAC / Plumbing Improvements	$12.4M
Safety & Security Improvements	$12M
Sports Fields Improvements	$11.2M
Project Management	$2M
Miscellaneous Repairs / Improvements	$1.7M
Food Service Equipment	$0.5M
Grand Total	**$55M**

Note: *Project management funding included to ensure investments are implemented on time, within budget, and to district standards.*

Critical Repairs Levy

If Passed, Expected Impact

- **Student Safety and Accessibility** – Investments in secure entries, fire safety, and ADA upgrades improve security and access.
- **Improved Learning Environments** – Comfortable classrooms with consistent heating, cooling, and lighting that support focus and engagement.
- **Support for Extracurricular Spaces** – Keeps fields, gyms, and playgrounds safe and usable for athletics, activities, and community events.
- **Safe, Reliable Schools** – Critical systems like HVAC, plumbing, roofing, and fire/life safety are repaired or replaced before failure.
- **Preserved General Fund** – Keeps instructional funding in classrooms rather than diverted to emergency facilities costs.
- **Preventative Maintenance** – Dedicated funding reduces reliance on emergency fixes and extends the useful life of facilities.

If Not Passed, Expected Impact

- **System Failures and Disruptions** – Risk of school closures or loss of instruction due to leaks, heating/cooling outages, or plumbing breakdowns.
- **Unsafe Conditions** – Roofing, fire safety, and other critical systems may deteriorate to the point of creating health and safety hazards.
- **Loss of Access to Facilities** – Playing fields, gyms, or classrooms may become unsafe or unavailable, limiting student learning and activities.
- **Emergency Costs** – Major repairs would be delayed until failure, often costing more and requiring urgent, disruptive fixes.
- **Pressure on the General Fund** – Instructional dollars would need to be diverted to cover urgent repairs, reducing resources for staffing and programs.
- **Deferred Maintenance Backlog** – Lack of levy funding accelerates long-term deterioration, creating larger and more expensive problems in future cycles.
- **Equity Risks** – Students in older buildings may face harsher learning conditions, widening inequities across the district.

Q&A

Large group conversation -5 minutes

(Menti available for committee members' participation during meeting).

Join at Menti.com | use code *********

Activity: Turn and talk at your table -5 min

Prompt: What resonates with you the most? What are you most curious about?

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: Do you believe the list covers the most critical needs for students over the next 4-year cycle?

Category	Total
Roofing Improvements	$15.2M
HVAC / Plumbing Improvements	$12.4M
Safety & Security Improvements	$12M
Sports Fields Improvements	$11.2M
Project Management	$2M
Miscellaneous Repairs / Improvements	$1.7M
Food Service Equipment	$0.5M
Grand Total	**$55M**

Steps:

- Individual reflection and Menti poll – 2 minutes

(Menti available for committee members' participation during meeting).

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: What thoughts or observations do you have as you review this list?

Category	Total
Roofing Improvements	$15.2M
HVAC / Plumbing Improvements	$12.4M
Safety & Security Improvements	$12M
Sports Fields Improvements	$11.2M
Project Management	$2M
Miscellaneous Repairs / Improvements	$1.7M
Food Service Equipment	$0.5M
Grand Total	**$55M**

Steps:

- Individual reflection and Menti poll – 2 minutes

(Menti available for committee members' participation during meeting).

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: How important are each of the list items to you?

Category	Total
Roofing Improvements	$15.2M
HVAC / Plumbing Improvements	$12.4M
Safety & Security Improvements	$12M
Sports Fields Improvements	$11.2M
Project Management	$2M
Miscellaneous Repairs / Improvements	$1.7M
Food Service Equipment	$0.5M
Grand Total	**$55M**

Steps:

- Individual reflection and Menti poll – 2 minutes

(Menti available for committee members' participation during meeting).

Closing

(Menti available for committee members' participation during meeting).

HOMEWORK:

- Complete Exit ticket
- Review details on the EP&O Levy

NEXT MEETING:

- *Wednesday*, September 24, 2025
  - Location: District Administration Building
  - Key Topics: Education Programs & Operations (EP&O) Levy

ISSAQUAH SCHOOL DISTRICT 411

QUESTIONS or CONCERNS:

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