

Welcome!

Levy Advisory Committee

September 24, 2025

Meeting 3



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.



OBJECTIVES

- Ground ourselves in our collective purpose.
- Learn about the EP&O Levy and its connection to the strategic plan.
- Provide feedback and learn about next steps.

01

Welcome & Recap

- Revisit our shared purpose
- Recap of previous meeting

02

EP&O Levy: *Strategic Plan Connection*

- Student Well-being priority area
- Academic Opportunities priority area
- Organizational Effectiveness priority area

03

Table Exercise and Closeout

- Group table exercise
- Closeout and next steps

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

Recap

Recap from last meeting

Q&A/ Menti

Large group conversation -5 minutes

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



Recap – Technology Levy

What We Heard

- District-provided 1:1 device program was rated higher in feedback than a "Bring your own device" (BYOD) approach.
- Device upgrades and modernization, a data warehouse, and digital security testing/training all generated high levels of interest.
- AI for Education and a Crisis Alert Safety Platform received positive response, though interest was somewhat more moderate.
- WiFi on school buses ranked lowest among the new initiatives.

Recap – Technology Levy

What We're Doing

- Maintaining the district-provided 1:1 in the proposed technology levy package.
- All high-interest initiatives will remain in the proposed package.
- Reconfiguring the proposal to shift from WiFi on Buses to Device Upgrades and Modernization, with the modified package to be presented at Meeting #4.

Recap – Critical Repairs

What We Heard

- The critical repairs list was broadly seen as reflecting the district's essential needs.
- All critical repair items were considered important, with Roofing, HVAC/Plumbing, and Safety & Security rated highest.
- Questions and comments centered on project scope, school equity, and clear voter communication.

Recap – Critical Repairs

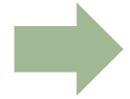
What We're Doing

- Analyzing committee input on scope, equity, and communication to ensure concerns are addressed.
- Considering refinements to the project list and presentation materials based on feedback.
- Bringing updated analysis and proposed adjustments to Meeting #4 for further discussion and confirmation.

EP&O Levy

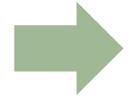
Strategic plan connection: Student Well-Being, Academic Opportunities and Organizational Effectiveness

EP&O Levy Items Overview



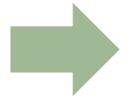
Aligned to Strategic Plan

EP&O investments are organized into Student Well-Being, Academic Opportunities, and Organizational Effectiveness.



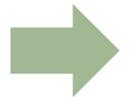
Flexible by Design

Specific funded items may change over time to stay responsive to student needs, staffing trends, and strategic priorities.



Examples, Not Exhaustive

Subsequent slides illustrate current investments in each area; these are examples rather than permanent allocations.



Enduring Focus

While individual programs may evolve (e.g., types of counseling or enrichment offered), levy funds will continue to support student well-being, academic success, and effective school operations.

EP&O Levy Opportunities

The new levy authority structure could provide up to \$2 million in additional capacity beginning in 2027. Existing investments in people and partnerships directly support students. This additional authority creates an opportunity to expand supports aligned with the district's Strategic Plan and areas identified by staff and community feedback.

Initial areas under consideration include:

- MTSS / Behavior Supports Capacity Building
- Mental Health Counseling
- Safety and Security Staff
- Expanded Dual Language (Mandarin, Spanish)
- Additional Early Learning Offerings

Please focus on these areas, along with other possible opportunities for expansion, as we review the following slides.

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Well-Being Levy Investment Examples:

Health and Safety Supports

- Mental Health Counseling Services
- School Nurses and Nursing Support
- School Security Officers and Director of Safety/Security
- Behavior Support / Multi-Tiered Systems of Support (MTSS)

Student Guidance, Connections, and Activities

- Additional Guidance Counseling Services
- Family Partnership / Equity Department
- VOICE Mentors
- Clubs, Sports, and Activities

Why this matters:

- Students cannot learn at their best without feeling safe, healthy, and supported.
- The state does not fully fund critical services such as nurses, mental health counseling, and student activities that contribute to overall well-being.
- Levy dollars provide the people, programs, and opportunities that ensure students have access to caring adults, safe campuses, and enriching experiences.
- These investments align with the district's Student Well-Being priority, affirming students' strengths and ensuring they have resources to thrive academically, socially, and emotionally.

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Health and Safety Supports – *current investment amounts*

Mental Health Counseling Services	\$1.9 Million
School Nurses and Nursing Support	\$728,000
School Security Officers and Director of Safety/Security	\$613,000
Behavior Support / Multi-Tiered Systems of Support (MTSS)	\$1.3 Million

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Health and Safety Supports

\$1.9 Million

Mental Health Counseling Services

Supporting student mental health removes barriers, builds resilience, and helps every student thrive in school and life.

- 13 Swedish counselors served 664 students in 6,300 visits (2024–25)
- 4 YES counselors added in 2025–26, bringing total to 17
- 90%+ positive family feedback on services

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Health and Safety Supports

\$728,000

School Nurses and Nursing Support

Provides essential health services beyond what the state funds, ensuring students have access to safe and supportive learning environments.

- 8 FTE above state allocation (nurses and health room specialists)
- Supports student health, safety, and chronic condition management
- Provides immediate response for illness, injury, and medical needs
- Ensures compliance with state health requirements in schools

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Health and Safety Supports

\$613,000

School Security Officers and Director of Safety / Security

Maintains essential school security positions not funded by the state, supporting safe and secure campuses.

- 7 School Security Officers (middle and high schools)
- 1 Patrol position serving multiple schools
- 1 Director of Safety and Security
- Provides daily campus safety, incident response, and prevention supports

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Health and Safety Supports

\$1.3 Million

Behavior Support / Multi-Tiered Systems of Support (MTSS)

Provides staffing and supports to promote positive student behavior, intervention, and inclusion, directly tied to the district's Equity-Based Budget framework.

- 9 certificated behavior support positions above state allocation
- Supports MTSS implementation across schools
- Ensures equitable access to academic and behavioral interventions
- Strengthens inclusion, belonging, and proactive student supports

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Guidance, Connections, and Activities – *current investment amounts*

Additional Guidance Counseling Services	\$117,000
Family Partnership / Equity	\$1.4 Million
Voice Mentors	\$233,000
Clubs, Sports, and Activities	\$6.2 Million

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Guidance, Connections, and Activities

\$117,000

Additional Guidance Counseling Services

Expands access to counseling beyond the state allocation, ensuring students receive individualized academic and graduation support.

- 1 FTE equivalent graduation specialist
- Provides targeted guidance for students navigating pathways to graduation
- Supports course planning, postsecondary readiness, and intervention needs

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Guidance, Connections, and Activities

\$1.4 Million

Family Partnership / Equity Department

Amplifies family voice, honors student identity, and removes barriers so every student feels they belong and can succeed.

- Family Partnership Liaisons help caregivers navigate the school system
- Advisory groups bring family input into district initiatives and communications
- Professional development builds equity-focused leadership across schools
- Districtwide equity infrastructure supports inclusion and belonging

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Guidance, Connections, and Activities

\$233,000

VOICE Mentors

Connects students with caring adult volunteers who provide one-on-one support, building confidence, belonging, and academic skills.

- 2 program specialists coordinate and train school-based mentors
- 611 students served in 2024–25 through one-on-one mentoring
- 414 community volunteers engaged, many former mentees now returning as mentors
- Strongly endorsed by principals, counselors, and families as critical student support

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Student Guidance, Connections, and Activities

\$6.2 Million

Clubs, Sports, and Activities

Provides access to athletics, arts, and activities that build belonging, leadership, and lifelong skills, with opportunities not funded by the state.

- 169 athletic programs serving 5,200+ students
- 300+ student clubs and activities involving 3,500+ students
- 600+ athletic contests, club events, and school performances annually
- 400+ coaches, advisors, and mentors supporting student engagement

Athletics and Activities Participation



Our Offerings

Athletics

- Girls Badminton
- Baseball
- B/G Basketball*
- Cross Country*
- Fastpitch
- Football
- Flag Football
- B/G Golf
- Special Olympics
- Special Olympics
- B/G Soccer*
- B/G Swim & Dive
- Track & Field*
- B/G Tennis
- Unified Sports
- Volleyball*
- Wrestling*

Activities

- **Performing Arts:** Musical, Choir, Band, Orchestra
- **Civic Engagement:** Mock Trial, Debate, ASB
- **Career and Technical Education:** DECA, Sports Med, FCCLA, Robotics, Woodshop, Engineering, Game Design
- **Interest-Based:** Neuroscience, Sandy Hook Promise, Sustainability, Fighting Hunger, Baking, Be Bold Girls, Literature
- **Cultural:** Black Student Union, Indian Culture, Latinx, Korean
- Cheerleading
- Dance/Drill

Student Well-Being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Summary – *example investments*

Total Current Investment Amount: **\$12.5 Million**

Supports a broad range of programs that ensure students feel safe, healthy, and connected—extending well beyond what the state funds:

- Counseling, nursing, security, and behavior supports keep students healthy and campuses safe
- Family partnerships, equity programs, and additional counseling build belonging and guidance
- VOICE Mentors, clubs, sports, and activities connect students to caring adults and enrichment

Together, these supports build confidence, resilience, and belonging for every student.

Q&A/ Menti

Large group conversation -5 minutes

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



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 feel the current investment examples align with how levy dollars should support Student Well-Being?

Health and Safety Supports

- Mental Health Counseling Services
- School Nurses and Nursing Support
- School Security Officers and Director of Safety/Security
- Behavior Support / Multi-Tiered Systems of Support (MTSS)

Student Guidance, Connections, and Activities

- Additional Guidance Counseling Services
- Family Partnership / Equity Department
- VOICE Mentors
- Clubs, Sports, and Activities

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 the Student Well-Being investments?

Steps:

- Individual reflection and Menti poll – 2 minutes

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

Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

Academic Opportunities Levy Investment Examples:

Expanded Instructional Time & Supports

- 7-Period High School Day
- Summer School
- Innovative Offerings

Specialized Pathways

- Dual Language
- Gibson-Ek High School (Competency-Based High School)

Bridging State Shortfalls

- Delivering Legally Required Special Education Services
- Materials, Supplies, and Operating Costs Above Allocation

Why this matters: There is more than one way to do school!

These investments ensure students have access to:

- High quality, current core curriculum
- Career pathways & Specialized pathways
- Learning supports & Intervention services
- Interest-based enrichments
- Accelerated or advanced learning



These opportunities extend their learning, and access innovative learning models that prepare them for graduation, college, career, and life. Together, these programs reflect the district's Academic Opportunities priority, giving every student the chance to thrive and reach key milestones in their ISD journey.

Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

Expanded Instructional Time

\$6.3 Million

7-Period High School Day	Summer School	Secondary Interventions
<ul style="list-style-type: none">• 24 credit grad requirement (3 semesters elective)• State funds 6 periods• 7-period allows for students to select enrichment, elective, career, or support classes	<ul style="list-style-type: none">• Critical for credit recovery to stay on-track to graduate on-time	<ul style="list-style-type: none">• State staffing ratios do not provide for effective intervention classes• Interventions include math labs, study skills, guided studies, supplemental literacy interventions

Levy funds allow ISD to extend learning opportunities for the full continuum of support and enrichment needs and interests of our students.

Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

Specialized Pathways

\$1.63 Million

Dual Language	Gibson-Ek High School
<ul style="list-style-type: none">• 50-50 Spanish-English Choice Program• K-5 at Issaquah Valley Elementary• 6-8 phasing in at Issaquah Middle School• Seeking to add a new Mandarin-English Choice Program	<ul style="list-style-type: none">• Premier Competency-based Choice High School• Work-based learning

Levy funds allow ISD to support innovative learning programs for students who want to experience schooling in a difference, non-traditional way. State funds do not cover the additional costs of these programs.

Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

Bridging State Shortfalls

\$18.2 Million

Materials, Supplies, and Operating Costs Above Allocation	Delivering Legally Required Special Education Services
<ul style="list-style-type: none">• \$3 million per year to expand and renew curriculum• Cost of instructional materials, supplies, and school operations exceed that allocated by the state	<ul style="list-style-type: none">• State funding does not fully cover mandated special education; levy dollars bridge the gap to provide required services.• Ensures students with disabilities have the supports they need to access learning, make progress, and thrive alongside their peers.

Levy funds allow ISD to provide core services and a free and appropriate education for all students as expected by law, by our community, and as part of our commitment to every student, every day.

Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

Summary - *example investments*

Total Current Investment Amount: \$26.1 Million

Supports a wide range of enrichment opportunities that extend learning beyond the state's basic funding, including:

- Additional instructional time through 7-period day, summer school, and intervention programs
- Innovative learning models such as Dual Language and Gibson EK High School
- Special education services and supports to meet legal and community expectations
- Curriculum, instructional materials, and operating costs above state allocation

Together, these investments ensure students have access to the opportunities, supports, and resources needed to thrive and achieve key academic milestones throughout their ISD journey.

Q&A/ Menti

Large group conversation -5 minutes

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



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 feel the current investment examples align with how levy dollars should support Academic Opportunities?

Expanded Instructional Time & Supports

- 7-Period High School Day
- Summer School
- Innovative Offerings

Specialized Pathways

- Dual Language
- Gibson-Ek High School (Competency-Based High School)

Bridging State Shortfalls

- Delivering Legally Required Special Education Services
- Materials, Supplies, and Operating Costs Above Allocation

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 the Academic Opportunity investments?

Steps:

- Individual reflection and Menti poll – 2 minutes

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

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Organizational Effectiveness Levy Investment Examples:

Staffing and Compensation

- Additional Teachers and Compensation Above Formula
- Additional Teacher Work-Days
- Sick Leave Buy Back
- Substitute Teachers
- Substitute Classified Employees

Supporting & retaining staff; lower class sizes

Operational Costs

- Custodial and Maintenance Staff Costs
Clean and safe schools
- Transportation
Reliable access to school and activities

Why this matters:

- The state does not fully fund essential staffing and operational costs that directly impact students every day.
- Levy dollars provide the people and services that keep classrooms running, schools clean and safe, and transportation reliable.
- Investments in staffing, substitutes, custodial support, and transportation ensure schools are well-resourced so teachers can focus on teaching and student learning.

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Staffing and Compensation

\$11.7 Million

Additional Teachers and Compensation Above State Funding Allocation

- Attract and retain high quality teachers
- Smaller class sizes that allow for more individualized attention
- More personalized instruction and support for students
- Expanded course offerings and electives (e.g. 7-period high school day)
- Better support for diverse learner needs

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Staffing and Compensation

\$2.3 Million

Additional Teacher Workdays

- More time for curriculum planning and collaboration
- Strengthened professional development aligned to district initiatives
- Consistent implementation of instructional practices across schools
- Improved student outcomes through better-prepared teachers

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Staffing and Compensation

\$950,000

Sick Leave Buy-Back

- Incentivizes consistent attendance and reduces disruption to learning
- Improves staff morale and retention through recognition of service
- Provides predictable staffing coverage for students
- Promotes stability in instructional delivery

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Staffing and Compensation

\$3.2 Million

Substitute Teachers

- Ensures continuity of learning during teacher absences
- Provides coverage for professional development release days
- Supports consistent classroom management and instruction
- Maintains student learning momentum without interruption
- Serves as recruitment pipeline

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Staffing and Compensation

\$1.8 Million

Substitute Classified Employees

- Reliable coverage in paraeducator, office, operational roles
- Maintained safety and smooth daily school operations
- Continuity of services for students with specialized needs
- Reduced strain on permanent staff during absences
- Serves as recruitment pipeline

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Operational Costs

\$5.5 Million

Custodial and Maintenance Staff

- Safe, clean, and healthy learning environments
- Reliable facility operations that minimize disruptions
- Well-maintained schools that extend building life cycles
- Consistent support for daily instructional and extracurricular activities

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Operational Costs

\$2.3 Million

Transportation

- Safe and reliable access to school for all students
- Equitable transportation services across the district
- Reduced barriers to participation in academic and extracurricular programs
- Efficient operations that support student attendance and engagement

Organizational Effectiveness

Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Summary – *example investments*

Total Current Investment Amount: **\$27.7 Million**

Supports essential staffing and operational costs not fully funded by the state, including:

- Additional teachers and compensation above state formula
- Teacher work-days for planning and professional development
- Sick leave buy back to promote staffing stability
- Substitute teachers and classified employees for continuity of learning and services
- Custodial and maintenance staff to keep schools safe and clean
- Transportation to ensure reliable access to school and activities

Q&A/ Menti

Large group conversation -5 minutes

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



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 these organizational effectiveness investments are valuable and contribute to the staffing, services, and environments that directly impact students' learning and school experience?

Staffing and Compensation

- Additional Teachers and Compensation Above Formula
- Additional Teacher Work-Days
- Sick Leave Buy Back
- Substitute Teachers
- Substitute Classified Employees

Operational Costs

- Custodial and Maintenance Staff Costs
- Transportation

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 the Organizational Effectiveness investments?

Steps:

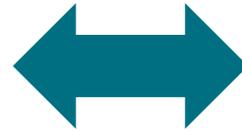
- Individual reflection and Menti poll – 2 minutes

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

EP&O Levy

If Passed, Expected Impact

- | | |
|---|---|
| <ul style="list-style-type: none">• Stable Class Sizes and Staffing
Preserves teacher positions and compensation above state allocation, ensuring manageable class sizes and access to diverse courses.• Student Well-Being Supports
Maintains access to nurses, mental health counseling, behavior supports, security staff, and equity programs not fully funded by the state. | <ul style="list-style-type: none">• Academic Opportunities
Sustains enrichment like 7-period high school day, summer school, interventions, dual language, and Gibson Ek High School.• Continuity of Services Keeps extracurriculars, athletics, clubs, and student activities accessible.• Protected Operations Covers substitutes, custodial staff, and transportation needs, preventing disruption of daily learning. |
|---|---|



If Not Passed, Expected Impact

- | | |
|--|---|
| <ul style="list-style-type: none">• Larger Class Sizes
Loss of teacher and staffing capacity above state minimums.• Reduced Student Supports
Cuts to nurses, mental health counseling, security staff, and equity programs. | <ul style="list-style-type: none">• Fewer Academic Opportunities
Loss of extended day, enrichment, and specialized pathways not covered by the state.• Cuts to Extracurriculars
Athletics, clubs, arts, and student activities would face reductions or eliminations.• Operational Strain
General Fund would absorb costs for special education programming, substitutes, custodians, and transportation, reducing dollars available for classrooms. |
|--|---|

Table Exercise

Committee Consideration

At your table, individually reflect and answer the Poll

Prompt: How do you view the importance of each potential expansion area under consideration?

- MTSS / Behavior Supports Capacity Building
- Mental Health Counseling
- Safety and Security Staff
- Expanded Dual Language (Mandarin, Spanish)
- Additional Early Learning Offerings

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 consider potential areas for expansion?

Steps:

- Individual reflection and Menti poll – 2 minutes

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

Closing

HOMEWORK:

- Complete Exit ticket
- Review meeting materials from previous meetings:
 - Presentations; Menti results

NEXT MEETING:

- *Tuesday, September 30, 2025*
 - Location: District Administration Building.
 - Key Topics: Review of Levies and previous committee feedback.

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



ISSAQUAH
SCHOOL DISTRICT 411

QUESTIONS or CONCERNS:

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Mark Sherwood: SherwoodM@issaquah.wednet.edu