



**Issaquah School District #411
Board Minutes – December 11, 2025**

UNOFFICIAL

Call to Order and Pledge of Allegiance – 6:02 p.m.

Board President Marnie Maraldo called the December 11, 2025, meeting of the Issaquah School Board to order in regular session in the boardroom of the ISD Administration Center at 6:02 p.m. Present along with Director Maraldo, were Board Directors Matt Coyne, Harlan Gallinger, Sydne Mullings, and A.J. Taylor, Superintendent Heather Tow-Yick and ISD Administrators.

The pledge of allegiance was recited.

Please note: Because regular Issaquah School Board meetings are recorded and made available in their entirety, minutes will reflect board action/direction and general topic discussion only.

Oath of Office – 6:03 p.m.

A King County Election was held on November 4, 2025. Natalie Anderson DA # 2 was elected and Sydne Mullings DA #4 was re-elected to her position as Board Director.

Superintendent Tow-Yick presided over administering the Oath of Office for Natalie Anderson DA #2 and then Sydne Mullings DA #4 (re-elected).

Once the administering of the oaths concluded, Natalie Anderson took her place at the dais and joined the rest of the Board for the remainder of this meeting.

Superintendent Tow-Yick thanked Marnie Maraldo for her 16 years of board service and presented her with a commemorative gavel.

Annual Board Reorganization – 6:08 p.m.

In accordance with state law (RCW 28A.330.010) and consistent with Board Policy (OGP-12), the Board must elect a board president annually or upon seating of new board members. Upon adoption of policy governance, the Board eliminated the position of vice president. The Superintendent will preside over the election process until a board president for the coming year is elected.

Superintendent Tow-Yick declared the nominations for Board President open. Superintendent Tow-Yick asked three times if there were any nominations. Director Gallinger nominated A.J. Taylor. There were no other nominations. A roll call vote was taken by Superintendent Tow-Yick. Director Taylor was elected unanimously to be the Board President.

Director Taylor assumed the gavel at 6:11 p.m. for the remainder of the meeting.

Director Taylor asked the Board for nominations for Legislative Representative. Director Mullings nominated Natalie Anderson. There were no other nominations. Director Anderson was elected unanimously to be the Legislative Representative.



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The Board then identified their Federal Relations Network representative. Director Mullings nominated A.J. Taylor. There were no other nominations. The Board voted and all members were in favor. Director Taylor will be the Board’s FRN representative.

Board Appointments – 6:14 p.m.

The Board identified their Student Representative Liaison. Director Coyne nominated Sydne Mullings. Director Mullings nominated Matt Coyne. The Board voted and all members unanimously voted in favor. Director Mullings and Director Coyne will be the Student Representative Liaisons.

The Board identified the Board representative to the Financial Analysis Core Team (FACT). Director Mullings nominated Matt Coyne. The Board voted and all members unanimously voted in favor. Director Coyne will be the Board liaison to the Financial Analysis Core Team.

The Board identified the New Director Mentor for new Board member Director Anderson. Matt Coyne volunteered. The New Director Mentor will be Director Coyne.

The Board identified the Representative to the WIAA. Harlan Gallinger volunteered. The WIAA liaison will be Director Gallinger.

The Board identified Board members to attend leadership meetings with City electeds. Board Directors Taylor and Gallinger agreed to this responsibility.

Public Comment – 6:16 p.m.

- Samantha Veraya Re: Para-education support

Approval of Consent Agenda – 6:21 p.m.

Board Director Mullings moved the consent agenda be approved as presented. Director Coyne seconded the motion and the motion passed unanimously. The consent agenda items are as follows:

1. Adopted Resolution No. 1256, authorizing the removal of old uncollectible receivables, as presented;
2. Approve the Interlocal Agreement with Edmonds School District for the 2025-26 school year, as presented;
3. Approve the 2025-26 Interlocal Cooperative Agreement between Lake Washington School District and Issaquah, WANIC Skill Center Programs at Issaquah and Liberty High Schools, as presented;
4. Adopted Resolution No. 1255, Interlocal Agreement between the Issaquah School District and King County related to King County’s School Impact Fee Program, as presented;
5. Presented for information only the Budget Status Reports for August, September and October 2025, as presented;
6. Approved for payment General vouchers 450977 through 451475 in the total amount of \$3,078,569.79; Capital Projects vouchers 450977 through 451475 in the total amount of



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- \$341,559.15; ASB vouchers 450977 through 451475 in the total amount of \$200,702.96; TVF vouchers 451156 through 451156 in the total amount of \$38,745.27; Payroll vouchers 193323 through 193424 in the total amount of \$4,698.681.99; Electronic Transfer – Payroll in the total amount of \$23,044,048.81; Electronic Transfer – Dept. of Rev in the total amount of \$4,013.49; Electronic Transfer – GF AP in the total amount of \$20,481.86; Electronic Transfer – CPF AP in the total amount of \$13.50; Electronic Transfer ASB AP in the total amount of \$212.23, as presented;
7. Approved the minutes for the November 13, 2025 Executive Session, November 13, 2025 Work Study, November 13, 2025 Regular Board Meeting, December 2, 2025 SIP Meeting and the December 8, 2025 SIP Meeting, as presented;
 8. Approved the Certificated Employee Contracts (2025-26), as presented; *
 9. Approved the Certificated Employee Resignations/Retirements/Non-Renewals (2025-26), as presented; *
 10. Approved the Certificated Leaves of Absence (2025-26), as presented; *
 11. Approved the Supplemental Contracts/Co-Curricular Agreements, as presented; *
 12. Approved the Supplemental Contracts/ Employee Agreements; *
 13. Approved the Classified New Employee Contracts (2025-26), as presented; *
 14. Approved the Classified Employee Resignations/Retirements/Terminations (2025-26), as presented; *
 15. Approved the revised School Year Calendar for 2026-27 as presented;
 16. Adopted Resolution No. 1257 requesting a 3-year waiver from the minimum one hundred eighty-day school year requirement of the Basic Education Program forth 2026-27, 2027-28, and 2028-29 school years, as presented;

* personnel listings are available by clicking on the appropriate item on the [archived agenda](#) for this meeting.

Establishment of the Agenda – 6:21 p.m.

No Changes

Report out on the WSSDA Annual Conference – 6:22 p.m.

On November 20-22, 2025, the Board attended the Annual WSSDA Conference in Seattle, WA. Superintendent Tow-Yick, ISD Administrators, and Student Representatives joined the Board for the conference. The Board, Superintendent Tow-Yick and the Student Representatives gave a report on the conference for the public. The ISD Board once again received a Board of Distinction award!

Board Town Hall Recap – 6:39 p.m.

The Board provided a recap of the Town Hall meeting held on Dec. 8, 2025 at Beaver Lake Middle School.

Works in Progress – 6:46 p.m.

Superintendent Tow-Yick updated the Board on various projects and activities around the District.



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2026 Levy Update - 6:53 p.m.

Martin Turney, Chief of Finance and Operation and Mark Sherwood, Executive Director of Communications presented a 2026 Levy Update regarding the three levy propositions currently on the February 10, 2026 ballot.

Monitoring Report for Operational Expectation 12 Learning Environment (OE-12) – 7:24 p.m.

Director Mullings moved the Board accept the monitoring report for OE-12 Learning Environment, as presented. Director Coyne seconded the motion.

The Board and Administration held a discussion prior to the vote.

Public Comment:

- None

Student advisory vote: 6 No, 1 Abstain.

The Board voted 2 Aye, 3 Nay. The motion failed and the monitoring report for OE-12 was not accepted.

School Improvement Plan (SIP) Report-Out and Approval – 8:38 p.m.

Director Mullings moved the Board approve the 2025-26 School Improvement Plan (SIP) for each ISD School, as presented. Director Coyne seconded the motion and the motion passed unanimously.

The Board and Administration held a discussion prior to the vote.

Public Comment:

- Stephanie Tolonen – Maywood educator
- Camille Wright – Maywood educator

2026-27 Budget Development Guidelines – 8:59 p.m.

Director Mullings moved the Board adopt the 2026-27 Budget Development Guidelines, as presented. Director Coyne seconded the motion and the motion passed unanimously.

The Board and Administration held a discussion prior to the vote.

Public Comment:

- None

Legislative Update – 9:03 p.m.

Director Taylor brought forward items regarding legislation as it pertains to education.



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No updates, except that they are moving forward with the Legislative Town Hall on January 7. Krish and Rex will attend and share their student perspectives.

The legislative session opens on January 6.

Announcements and Correspondence – 9:04 p.m.

This is a standing opportunity for the Board to share announcements and correspondence. Please note that correspondence related to specific students and staff are not listed, in alignment with our district regulation on student privacy and civility.

The Board reported the following correspondence since the last meeting:

- Student Re: IHS Calculus
- Student Re: IHS Calculus
- C. Eldridge Re: Middle school suspensions
- Student Re: IHS Calculus
- R. Gitelman Re: Facility Use
- C. Fernando Re: Facility Use
- D. Franklin Re: Facility Use
- R. Popa Re: Facility Use
- C. Goodwin Re: Facility Use
- H. Arkley Re: Facility Use
- L. McCarthy Re: Facility Use
- C. Anderson Re: Facility Use
- J. Mayer Re: Facility Use
- S. Sweitzer Re: Facility Use
- R. Clark Re: Facility Use
- J. Findlay Re: Facility Use
- S. Bullard Re: Facility Use
- B. MacInnes Re: Facility Use
- R. Wood Re: Facility Use
- B. Ullom Re: Facility Use
- R. Brodsky Re: Facility Use
- S. Matlock Re: Facility Use
- M. Moseley Re: Facility Use
- C. Bear Re: Facility Use
- N. Penrose Re: Facility Use
- J. Moen Re: Facility Use
- S. O’Daffer Re: Facility Use
- Jennifer Moore Re: Facility Use
- Theresa Bosworth Re: Facility Use
- G. Zhang Re: Grand Ridge site council
- K. Antes-Tadros Re: Facility Use
- S. Khan Re: Waiting at bus stop



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- A. Dunn Re: Club at Liberty High School
- S. Sridharan Re: Vegetation on 2nd Ave.
- Student Re: Severe weather
- Student Re: Severe weather
- Student Re: Severe weather
- Student Re: Severe weather
- Student Re: Severe weather
- Student Re: Severe weather
- Student Re: Severe weather

This list reflects correspondence sent to individual Board members since the last board meeting:

- D. Osmer Re: Information sheet

Calendar and Future Agenda Items – 9:05 p.m.

The Board also reviewed and identified topics for future board meeting agendas as well as scheduled special meetings and work sessions.

- Work Study Extensions starting in January 2026
 - Work Studies on January 15 and 29, 2026 will be held from 4:00 – 6:00 p.m.
- Regional Town Hall – School Funding Crisis
January 7, 2026, 7-9 p.m.
Newport High School Gym in Bellevue
- Calendar ISD Day on the Hill with Board, Administration, and Student Representatives
 - Align a visit with DCYF.
 - January 27, 2026

Director Mullings moved the Board assemble in Olympia, WA for the Day on the Hill on January 27, 2026.

Director Coyne seconded and the motion passed unanimously.

- Schedule Board Retreat
 - March 23, 2026 and April 1, 2026

Director Mullings moved the Board convene at the ISD Admin Building for a Board Retreat on March 23 and April 1, 2026 for a 9 a.m. – 5 p.m. retreat on each day.

Director Coyne seconded and the motion passed unanimously.

- Schedule Superintendent’s Evaluation (GC-5.2a)
 - May 5 and June 3, 2026, 6-9 p.m.



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Director Mullings moved the Board will convene for the purpose of the Superintendent’s evaluation on May 5, 2026 from 6-9 p.m. at the home of Director Taylor and again on June 3, 2026 from 6-9 p.m. Director Coyne seconded and the motion passed unanimously.

- Rescheduling the June 11, 2026 Board Meeting
 - Due to the scheduling of the comprehensive high school graduations on June 11, 2026, the Board will be rescheduling the June 11, 2026 regular board meeting.
 - June 9, 2026 was the date selected to reschedule the board meeting.

Director Mullings moved the Board reschedule the board meeting on June 11, 2026 to occur on June 9, 2026 beginning at 6:00 p.m. Director Coyne seconded the motion and the motion passed unanimously.

Adjournment: 9:26 p.m.