

**Minutes of the Board of Education  
Waterloo Community School District  
County of Black Hawk, State of Iowa  
February 25, 2019**

The Board of Education of the Waterloo Community School District, County of Black Hawk, State of Iowa, was called to meet in regular session at 5:00 p.m. on Monday, February 25, 2019, in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, Iowa.

Present: Board members: Endya Johnson, Jesse Knight, Sue Flynn, Shanlee McNally, Rhonda McRina and Lyle Schmitt (*by phone*)  
Superintendent, Dr. Jane Lindaman  
Chief Officer of Human Resources/Equity, Kingsley Botchway II  
Associate Superintendent for Educational Services, Dr. Stephanie Mohorne  
Assistant to the Superintendent/Board Secretary, Pam Arndorfer  
Absent: Board member, Astor Williams

**I. Call to Order**

The meeting was called to order by Ms. McNally at 5:01pm.

Ms. McNally noted that Item D (*Board Celebration – Irving Elementary Named Healthiest School in Iowa*) will be postponed to the March 11, 2019 board meeting. In addition, the Revised Agenda which was posted earlier today (2/25/19) under the emergency clause added Item R (*Lease of Former AEA Building*).

**II. Moment of Silence**

**III. Pledge of Allegiance**

**IV. Mission Statement**

The Waterloo Schools Mission Statement was read by Ms. McRina.

**V. Public Hearing – Technology Office Parking Lot Renovation**

The Public Hearing for the Technology Office Parking Lot Renovation was declared open at 5:03pm. No public comments were brought forth. It was moved by Mr. Knight and seconded by Ms. McRina to close the Public Hearing for the Technology Office Parking Lot Renovation. Motion carried 6-0. The Public Hearing was closed at 5:04pm.

**VI. Public Hearing – Greenbrier Parking Lot Renovation**

The Public Hearing for the Greenbrier Parking Lot Renovation was declared open at 5:04pm. No public comments were brought forth. It was moved by Mr. Knight and seconded by Ms. Johnson to close the Public Hearing for the Greenbrier Parking Lot Renovation. Motion carried 6-0. The Public Hearing was closed at 5:04pm.

**VII. Public Hearing – 2019/2020 School District Calendars**

The Public Hearing for the 2019/2020 School District Calendars was declared open at 5:04pm. No public comments were brought forth. It was moved by Ms. Flynn and seconded by Ms.

Johnson to close the Public Hearing for the 2019/2020 School District Calendars. Motion carried 6-0. The Public Hearing was closed at 5:05pm.

**VIII. Board Celebration – Irving Elementary Named Healthiest School in Iowa**

This item was removed from the agenda and will be addressed at the March 11, 2019 board meeting.

**IX. Board Celebration – FIRST Robotics Competition**

This item was presented as Information Only. Mr. Richard Hurban, FRC Mentor, along with several members of the Unity4Tech FRC Team provided information.

**X. Information from Individuals and Delegations**

The following individuals shared concerns in the aftermath of the East vs. West basketball game:

- Mr. Corye Johnson, 116 South Street, Waterloo
- Mr. Mike Robinson, 607 Russell Road, Waterloo
- Mr. Quincy Gunderson, 2823 Edgemont Avenue, Waterloo

**XI. Consent Agenda**

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the consent agenda as revised. Motion carried 6-0. The following items were approved:

- Minutes of the February 11, 2019 Regular Board Meeting
- Personnel Appointments and Adjustments
- Bills Due & Payable and Bills Paid Between Board Meetings

**Exhibit I: Technology Office Parking Lot Renovation**

It was moved by Mr. Knight and seconded by Ms. Flynn that the Board of Education approve the Technology Office Parking Lot Renovation project and publish a Notice to Bidders. Dan Channer of ISG Architects provided information. Motion carried 6-0.

**Exhibit J: Greenbrier Parking Lot Renovation**

It was moved by Ms. Flynn and seconded by Ms. Johnson that the Board of Education approve the Greenbrier Parking Lot Renovation project and publish a Notice to Bidders. Dan Channer of ISG Architects provided information. Motion carried 6-0.

**Exhibit K: Amended 2018-2019 School District Calendar**

It was moved by Ms. Flynn and seconded by Mr. Knight that the Board of Education approve the Amended 2018-2019 School District Calendars, which changes March, 8, 2019, from a Teacher Quality Professional Development day to a regular Professional Development day for staff and April 5, 2019, and April 22, 2019, to regular student instruction days. Because an additional snow day was added after the agenda was printed, Ms. Flynn and Mr. Knight agreed to a friendly amendment to the motion to read: that the Board of Education approve the Amended 2018-2019 School District Calendars, which changes March 8, 2019, from a Teacher Quality Professional Development day to a regular student instruction day and April 5, 2019, and April 22, 2019, to regular student instruction days. Dr. Stephanie Mohorne, Associate Superintendent for Educational Services, provided information. Motion as amended carried 6-0.

**Exhibit L: Labor Negotiations Team**

It was moved by Ms. Flynn and seconded by Mr. Knight that the Board of Education approve the labor negotiations team and the process as outlined. Kingsley Botchway II, Chief Officer for Human Resources and Equity, provided information. Motion carried 6-0.

**XII. 2019-2020 School District Calendars**

It was moved by Mr. Knight and seconded by Ms. Flynn that the Board of Education approve the 2019-2020 proposed School District Calendars. Dr. Stephanie Mohorne, Associate Superintendent for Educational Services, provided information. Motion carried 5-1; Ms. Johnson voted nay.

**XIII. Longfellow Elementary and Annex Asbestos Removal Bid Approval**

It was moved by Ms. Flynn and seconded by Mr. Knight that the Board of Education accept the recommendation from Haasco Ltd. and approve the low bid from Advanced Environmental Testing and Abatement, Inc. in the amount of \$213,700.00 for the Longfellow Elementary and Annex Asbestos Removal. Michael Coughlin, Chief Financial Officer, provided information. Motion carried 6-0.

**XIV. Board Policy Changes – First Reading**

This item was presented as Information Only. Tara Thomas, Director of School & Community Relations, presented the following policies for first reading:

- 103.1 – *Anti-Bullying/Anti-Harassment Policy*
- 403.41 – *Employees Right to Know – Hazardous Chemicals*
- 408.2 – *Probational Status of Teachers*
- 408.7 – *Health and Major Medical Insurance*
- 408.81 – *Licensed Employee Contract Release*
- 408.91 – *Early Retirement – Teachers*
- 409.6 – *Leaves of Absence for Represented Employees*
- 411.0 – *Salary Schedules*
- 602.5 – *High School Graduation*
- 705.0 – *School Food Service Program*
- 705.1 – *Eligibility for Free or Reduced-Price Meals*
- 706.1 – *Food and Beverage Sales in Competition with the Food Service Program*
- 801.1 – *Buildings and Sites*
- 901.1 – *Tobacco/Nicotine Products-Free Environment*

**XV. Instructional Support Program – Set Publication and Public Hearing**

It was moved by Ms. Flynn and seconded by Ms. Johnson that the Board of Education approve the following resolution to participate in the instructional support program for the Waterloo Community School District and to give notice thereof and set a public hearing for March 11, 2019. Michael Coughlin, Chief Financial Officer, provided information. Motion carried 6-0.

RESOLUTION

TO CONSIDER CONTINUED PARTICIPATION IN  
THE INSTRUCTIONAL SUPPORT PROGRAM

WHEREAS, the Board of Directors has approved a five (5) year finance plan, which anticipates the level of funding that will be possible to continue the current level of services, and to fund the ongoing programs of the School District; and

WHEREAS, the Board of Directors wishes to consider continued participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.27; and

WHEREAS, the authorization for the Instructional Support Program will expire on June 30, 2024; and

WHEREAS, this resolution sets for the proposal of the Board of Directors, including the method that will be used to fund the program; and

WHEREAS, notice of the time and place of a public hearing must be published:

NOW, THEREFORE, it is resolved:

1. The Board of Directors wishes to consider continued participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.27, for a period of five (5) years, commencing the fiscal year ending June 30, 2020.

2. The additional funding for the Instructional Support Program for a budget year shall be determined annually, and shall not exceed ten percent (10%) or other amount determined by Board of the total regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year.

3. Moneys received by the District for the Instructional Support Program may be used for any general fund purpose.

4. The Instructional Support Program shall be funded by instructional support state aid and a combination instructional support property tax levied annually upon the taxable property within the School District commencing with the levy of property taxes for collection in the fiscal year ending June 30, 2020.

5. The Secretary is authorized and directed to give notice of a public hearing to be held in the Educational Service Center, Waterloo Community School District, Waterloo, Iowa on March 11, 2019, 5:00 o'clock P.M.

6. Following the public hearing the Board intends to take action on the question whether to consider continued participation in the Instructional Support Program.

#### **XVI. Financial Information**

This item was presented as Information Only. Michael Coughlin, Chief Financial Officer, provided information.

#### **XVII. Lease of Former AEA Building**

It was moved by Ms. Flynn and seconded by Mr. Knight that the Board of Education authorize the Superintendent to finalize a lease for 66,150 square feet of the former AEA 267 Conference Center for the use of a temporary space for Lowell Elementary School. Dr. Jane Lindaman, Superintendent, provided information. Motion carried 6-0.

#### **XVIII. Superintendent's Report**

- In the aftermath of the roof collapse of Lowell Elementary, we have had such an outpouring of support - thank you to all the Lowell families and staff, community members, businesses/organizations, Central Rivers AEA, Waterloo Schools staff – everyone who has come forward to help in so many different ways.

- Weather decisions are one of the most difficult parts of being Superintendent – receive much feedback, both positive and negative. Thanks to everyone for patience and understanding as this has been a very unusual winter.

**XIX. Information from Board Members**

Each board member was given the opportunity to comment.

**XX. Adjourn**

It was moved by Ms. Flynn and seconded by Mr. Knight that the Board of Education adjourn the meeting. Motion carried 6-0. The meeting adjourned at 7:06pm.

Respectfully submitted,

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Pamela G. Arndorfer, Board Secretary

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Date Approved by the Board of Education

**THE SUPERINTENDENT’S RECOMMENDATION IS:**

“the Board of Education approve the minutes of the February 25, 2019, Regular Board meeting.”