

**Minutes of the Board of Education
Waterloo Community School District
County of Black Hawk, State of Iowa
August 12, 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 5:00pm on Monday, August 12, 2019, in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, Iowa.

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

I. Call to Order

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

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools Mission Statement was read by Mr. Williams.

V. Public Hearing for the Sale or Disposal of Real Property – Devonshire Site

The Public Hearing for the Sale or Disposal of Real Property (Devonshire Site) was declared open at 5:03pm. No public comments were brought forth. It was moved by Ms. Flynn and seconded by Ms. McRina to close the Public Hearing for the Sale or Disposal of Real Property (Devonshire Site). Motion carried 6-0. The Public Hearing was closed at 5:04pm.

VI. Information from Individuals and Delegations

No public comments were brought forth.

VII. Consent Agenda

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

- Minutes of the July 15, 2019 Regular Board Meeting
- Donation from the Community Foundation of Northeast Iowa
- USDA 2019 Fresh Fruits and Vegetable Grant
- Big Brothers Big Sisters of Northeast Iowa Memorandum of Understanding (MOU)
- Tri-County Child and Family Development Council, Inc. Contracted Service Agreement
- District-Developed Service Delivery Plan

- Textbook Adoption for High School Advanced Placement Chemistry
- Textbook Adoption for High School Advanced Placement Music Theory
- Textbook Adoption for High School Mathematics Department
- Open Enrollment Appeal
- Sale or Disposal of Real Property

Exhibit C: Personnel Appointments and Adjustments

It was moved by Ms. Flynn and seconded by Ms. Johnson, that the Board of Education approve the personnel items as listed. Kingsley Botchway II, Chief Officer of Human Resources & Equity, provided information. Motion carried 5-0-1; Mr. Williams abstained.

Exhibit D: Bills Due & Payable and Bills Paid Between Board Meetings

It was moved by Ms. Flynn and seconded by Ms. Johnson that the Board of Education approve the Bills Due and Payable and the Bills Paid Between Board Meetings. Motion carried 5-0-1; Mr. Knight abstained.

Exhibit F: Lou Henry Elementary Grant Application to Guernsey Foundation

It was moved by Ms. Flynn and seconded by Mr. Williams that the Board of Education approve application and acceptance of the grant from the Guernsey Foundation in the amount of \$12,000. Ann Thomas, Lou Henry Technology Integrationist, and Danielle Hakeman, Lou Henry Elementary Lead Teacher, provided information. Motion carried 6-0.

Exhibit H: 28E Agreement with Dike-New Hartford School District and WCSD/Waterloo Career Center (WCC)

It was moved by Ms. Flynn and seconded by Ms. Johnson that the Board of Education approve the 28E Agreement between the Dike-New Hartford School District and WCSD/Waterloo Career Center (WCC) as presented. Dr. Jane Lindaman, Superintendent, provided information. Motion carried 6-0.

Exhibit I: 28E Agreement with Hudson School District and WCSD/Waterloo Career Center (WCC)

It was moved by Mr. Williams and seconded by Ms. Flynn that the Board of Education approve the 28E Agreement between the Hudson School District and WCSD/Waterloo Career Center (WCC) as presented. Dr. Jane Lindaman, Superintendent, provided information.

Exhibit L: Vision to Learn Memorandum of Understanding

It was moved by Ms. Johnson and seconded by Ms. Flynn that the Board of Education enter into a Memorandum of Understanding with Vision to Learn as presented. Dr. Jane Lindaman, Superintendent, provided information. Endya Johnson, board member, expressed thanks to Vision to Learn for the wonderful work they are doing with our students. Motion carried 6-0.

VIII. Board Policy Changes – Second Reading

It was moved by Ms. Flynn and seconded by Ms. McRina that the Board approve the following policies: *Substance-Free Workplace, Communicable Diseases – Employees, and Wellness*. Tara Thomas, Director of School & Community Relations, provided information. Motion carried 6-0.

X. IASB Legislative Action Priorities *(this item was addressed out of order)*

It was moved by Ms. Johnson and seconded by Ms. Flynn that the Board of Education approve as its top priorities for the 2019 session of the General Assembly the following resolutions: #4 (Early Literacy), #7(Mental Health), #12 (Teacher Leadership and Development) and #15 (Alternative Licensure), and add “Cultural Responsiveness” to the list as a newly added legislative priority. Board members Shanlee McNally and Rhonda McRina provided information, Motion carried 6-0.

1) Resolution #4 – Early Literacy

- a. Supports the continued development of and funding for research on best practices for improving proficiency in early literacy strategies.
- b. Supports continued funding for professional development and classroom intervention strategies focused on implementing best practices for early literacy in grades PK-3.
- c. Supports the continuation of programs currently funded by the early intervention block grant program with flexibility to use those funds for other K-3 literacy programs if approved by the school board.
- d. Supports additional funding for programs designed to ensure that all students meet literacy expectations by the end of 3rd grade.

2) Resolution #7 – Mental Health

- a. Supports efforts to establish comprehensive community mental health systems to offer preventative and treatment services and comprehensive school mental health programs that include in-school access for students to mental health professionals and provisions for reimbursement by Medicaid and private insurers.
- b. Supports additional ongoing teacher, administrator, and support staff training to improve the awareness and understanding of child emotional and mental health needs.
- c. Supports incentives for workforce development for mental health professionals in schools.

3) Resolution #12 – Teacher Leadership and Development

- a. Supports adequate resources for research-based programs and strong instructional leadership including:
 - teacher leadership and development
 - beginning teacher mentoring programs
 - quality professional development programs

4) Resolution #15 – Alternative Licensure

- a. Supports the adoption of alternative teacher licensure upon completion of research-based teaching pedagogy training in addition to content knowledge in a curricular area. IASB also supports the creation of reciprocity agreements with other states with high-quality education programs so as to increase diversity among our certified teachers and administrators.

5) New Resolution – Cultural Responsiveness

- a. Support certification and licensure requirements that include a focus on equity and cultural responsiveness within their professional teaching standards.

- b. Support efforts that ensure principals and teachers have professional development opportunities to help them strengthen their cultural competency, including:
 - Assess their own cultural viewpoints and biases,
 - Set high expectations for all students,
 - Acknowledge diverse learning styles,
 - Use culturally responsive pedagogy, and
 - Effectively engage diverse families and community members.
- c. Support additional funding for programs designed to create inclusive and culturally and linguistically responsive classrooms and school environments that address the social, emotional, and academic needs of their students.
- d. Support adequate resources to recruit, prepare, support, retain, and encourage individuals from diverse populations to enter the teaching and school leadership professions, including:
 - Funding programs that provide career ladders and financial assistance opportunities to encourage and support paraprofessionals, educational aides, after-school staff, and other district staff to become teachers (i.e. Teach Waterloo).
 - Provide funding and technical assistance for high schools to implement teacher cadet programs, concurrent enrollment programs, and curricula designed to encourage students of color to explore the teaching profession as a viable career choice.
 - Encourage teacher preparation programs to create degree articulation agreements with community colleges that offer two-year degrees.

IX. Superintendent’s Contract *(this item was addressed out of order)*

It was moved by Ms. Flynn and seconded by Mr. Williams that the Board of Education renew the superintendent’s contract through June 30, 2022 with commensurate salary and pay for performance compensation. Shanlee McNally, board president, provided information. All board members were given the opportunity to comment. Motion carried 6-0.

XI. Property, Casualty and Worker’s Compensation Insurance Program

It was moved by Ms. Flynn and seconded by Ms. McRina that the Board of Education approve the quote recommended by the District Insurance Committee to participate in the IASB Safety Group Plan with a total estimated premium of \$1,372,004 as presented. Michael Coughlin, Chief Financial Officer, and Kingsley Botchway II, Chief Officer for Human Resources & Equity, provided information. Motion carried 6-0.

XII. Superintendent’s Report (addressed out of order)

- Thank you to board members for the vote of confidence and contract extension
- Very busy getting ready for the start of the school year (Monday, August 26)
- Working on the launch of a new 5-year strategic plan – usually about a 6-month process (currently in month 3)

XIII. Information from Board Members

Each board member was given the opportunity to comment.

XIV. Adjourn

It was moved by Ms. Flynn and seconded by Ms. Johnson that the Board of Education adjourn the meeting. Motion carried 6-0. The meeting adjourned at 6:05pm.

Respectfully submitted,

Pamela G. Arndorfer, Board Secretary

Date Approved by the Board of Education

THE SUPERINTENDENT’S RECOMMENDATION IS:

“the Board of Education approve the minutes of the August 12, 2019, Regular Board meeting.”