Board of Education Meeting

June 13, 2022
5:00 p.m.

Board Room
Education Service Center
1516 Washington Street
Waterloo, Iowa
I. Call to Order

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

V. Board Celebration – John Deere Waterloo Grant in Support of Teach Waterloo Program

VI. Board Update – Waterloo Schools Athletics

VII. Cooperative Sponsorship Agreements

VIII. Information from Individuals and Delegations

IX. Consent Agenda
   • Minutes of the May 23, 2022 Regular Board Meeting
   • Personnel Appointments and Adjustments
   • Bills Due & Payable and Bills Paid Between Board Meetings
   • iJAG Memorandum of Understanding – Middle School
   • Iowa Association of School Boards, 2022-23 Membership Dues
   • Iowa School Finance Information Services, 2022-23 Subscription Fee
   • Urban Education Network, 2022-23 Membership Dues

X. Middle School Athletics – Addition of Soccer and Swimming

XI. High School Girls Wrestling Program
XII. Substitute Pay Increase

XIII. Equal Employment Opportunity & Affirmative Action Plan and Equity Plan

XIV. Irving Elementary Bus Lane Project

XV. Board Policy Changes – First Reading
   • 200.3 – School Board Powers and Duties
   • 212.0 - Minutes

XVI. Superintendent’s Report

XVII. Information from Board Members

XVIII. Adjourn
ISSUE: Board Celebration – John Deere Waterloo Grant in Support of Teach Waterloo Program

CONTACT: Kingsley Botchway II, Chief Officer of Human Resources & Equity

ATTACHMENTS: None

BACKGROUND:
Pursuant to Board Policy 701.9, donations over $2,500 must be approved by the Board of Education. The Waterloo Schools would like to accept with gratitude the $100,000 grant from John Deere Waterloo to support the Teach Waterloo program.

Teach Waterloo provides financial resources and resilience support for Waterloo staff of color seeking a teaching certification. Students are nominated by their administrator and primarily are derived from current paraeducators within the district. The University of Northern Iowa College of Education provides advisers, UNI admissions specialists and student success coaches, along with the coursework and guidance toward degree completion and licensure. Waterloo Schools contributes textbooks, a district liaison for the students and the flexibility and support which allows the students to attend class while remaining employed. Upon graduation, Teach Waterloo fellows are required to teach in the district for three years and have guaranteed position, pending HR approval.

The award letter received by John Deere states, “...John Deere is focused on making investments in organizations that empower the most vulnerable families and youth in our home communities. Because of the impact that you make on the lives of those you serve, and the dignity with which you treat everyone in our community, we are privileged to be counted as one of your supporters.”

Thank you to John Deere for their continued partnership and support of our students and staff!

THE SUPERINTENDENT’S RECOMMENDATION IS:
“that the Board of Education accepts and acknowledges with gratitude the $100,000 grant from John Deere Waterloo in support of the Teach Waterloo program.”
ISSUE: Board Celebration – Waterloo Schools Athletics

CONTACT: Dan Huff, District Athletics & Activities Director
          Tim Moses, East High Athletic Director
          Dr. Anthony Pappas, West High Athletic Director

ATTACHMENTS: None

BACKGROUND:
The Waterloo Athletics Department would like to congratulate the following teams, individual athletes and coaches for their success during the 2021/2022 school year!

Fall Sports
Waterloo United Girls Swimming and Diving
- Avery Hogan (Jr.) - State Champion in Diving - Coach Jeff Kamp, Asst. Kassie Hennings, and Diving Coach Amy Kimball

Football
- West High’s Tyree Gardner DB (Sr.) - Iowa Sports Writers Association - 5A 3rd Team All-State

Winter Sports
Bowling
- The Wahawk boys and girls bowling teams both qualified for the State Team Tournament! - Coached by Brandon Steen (head) and Ken Rudy (assistant)
- West High Girls Bowling
  - MVC Valley Division - Tied for 2nd Place
    - Individual State Qualifiers: Ainslee McConaughy, Sydney Wilson, Melanie Nelson
  - West High Girls State Individual Meet 3A
    - Sydney Wilson (Jr.) State Champion
    - Ainslee McConaughy (Fr.) State Runnerup
    - Melanie Nelson (Sr.) State 6th Place
- West High Boys Bowling
  - MVC Valley Division Champions
    - Boys Districts 3A Team and Individual State Qualifiers: Brady Steere, Jonathan Featherstonn, Aidan Kohl, Tayvon Homolar
- East High Girls Bowling - Coached by Mike Weber (head) and Travis Hoing (assistant)
  - State Qualifiers: Malorie Cary, Kadence Hyde
  - East High Girls State Meet 2A
    - Malorie Cary (Sr.) State Champion
      - 3rd year straight East girls have individual State Champion!
Wrestling
• East High Wrestling - Coached by Chris Tims (head), Anthony Watson (assistant), Nathan Gordon (assistant), Bill Tate Jr. (assistant), and Kirk Sallis (assistant)
  ▪ 3 State Qualifiers, Class 3A
    • Eli Sallis (Sr.) 8th Place
    • Lawrence Taylor (Sr.) Qualifier
    • DeMaris Henderson (So.) Qualifier
  ▪ Congratulations to Coach Chris Tims, Assts. Anthony Watson, Nathan Gordon, Bill Tate Jr. and Kirk Sallis
• West High Wrestling State Qualifier 3A
  ▪ Cooper Paxson (Jr.) State Qualifier

Basketball
• West High Girls
  ▪ MVC Valley Divisional Co-Champions (1st Time a West High team has won 3 straight MVC Divisional Titles!)
  ▪ 5A Regional Champions
  ▪ 5A State Runner-Up
  ▪ IPSWA All-State Teams
    • Sahara Williams (Jr.) 1st Team - IGHSAU 5A All-Tournament Team
    • Halli Poock (Jr.) 1st Team - IGHSAU 5A All-Tournament Team
    • Brooklyn Smith (Sr.) 1st Team
• West Boys Basketball
  ▪ 4th Place MVC Valley Division

Spring Sports
Soccer
• West Boys Soccer Coaches named MVC Valley Division Coaching Staff of the Year - Congratulations to Coach Michael Penning and Assistants Alek Davis, Trent Duniven, and Brian Guetzlaff

Tennis
• West High’s Sasha Hyacinth (Jr.) named MVC Valley Division Athlete of the Year and State Qualifier

Track and Field
• East Girls Qualified 9 events for the State Meet
  ▪ 100 Meter Dash: Ellasa Horton
  ▪ 200 Meter Dash: Nyla Norman and Neveah Jones
  ▪ 4x100 Meter Relay: Jaleah Jones, Nyla Norman, Denia Willingham, Ellasa Horton, Valieghja Wright, Layla Dilley
  ▪ 4x200 Meter Relay: Neveah Jones, Nyla Norman, Denia Willingham, Ellasa Horton
  ▪ 800 Meter Sprint Medley Relay: Jaleah Jones, Denia Willingham, Ellasa Horton, Nyla Norman, Tia Waters, Jamaiya Bradford-Gates
  ▪ High Jump: Addison Freeman
  ▪ Long Jump: Valieghja Wright
  ▪ Shot Put: Natalie See
• East Boys Qualified 1 event for the State Meet
  ▪ 400 Meter Hurdles: Ian Lucas

• West Boys Qualified 7 events for the State Meet
  ▪ 4x100 Meter Relay: Ben Frazier, Tarelle Hoskins, Kyle Elliott, Cavelle Fay, Tyree Gardner, Branden Bauler
  ▪ 4x200 Meter Relay: Kyle Elliott, Cavelle Fay, Isaiah McDonald, Tyree Gardner, Chase Hollis, Tarelle Hoskins
  ▪ 4x400 Meter Relay: Kyle Elliott, Caleb Moe, Tyree Gardner, Cavelle Fay, Elijah Gehrke, Isaiah McDonald
  ▪ 4x800 Meter Relay: Ryan Harn, Andrew Congdon, Layton Ritter, Caleb Moe, Yairh Gonzalez, Andrew Tracy
  ▪ 800 Meter Sprint Medley Relay: Ben Frazier, Tarelle Hoskins, Kyle Elliott, Cavelle Fay, Layton Ritter, Isaiah McDonald
  ▪ Long Jump: Tyree Gardner
  ▪ Discus: Treyvon Higham

**On the Horizon**

• East will begin competing in the Central Iowa Metropolitan League (CIML) beginning this fall
• Depending upon the number of participants, each high school plans to field their own Cross Country, Soccer, and Tennis teams; Swimming will remain combined
• Girls Wrestling sanctioned by IGHSAU – pending board approval both Waterloo high schools plan to field a team
• Pending board approval, we will begin a soccer program and swim program at the middle school level

**FOR INFORMATION ONLY**
ISSUE: Cooperative Sponsorship Agreements

CONTACT: Dan Huff, District Athletics & Activities Director
Pam Arndorfer, Board Secretary

ATTACHMENTS: None

BACKGROUND:
Application forms from both the Iowa High School Athletic Association (boys) and the Iowa High School Girls Athletic Union (girls) previously required the signatures of the Superintendent and the School Board President from the requesting school and the host school. On March 8, 1999, the Board authorized the Superintendent to enter into participation agreements with other districts.

Since that time, the Iowa High School Athletic Association (boys) has not required Board approval for renewals because of the previous Board action. The Iowa High School Girls Athletic Union (girls) has accepted both initial and renewal agreements with only the Superintendent’s signature.

Most recently, all applications (initial and renewal) for the Iowa High School Athletic Association (boys) and the Iowa High School Girls Athletic Union (girls) are completed online. However, in the interest of consistency, all applications for the initial and renewal of cooperative sharing (sponsorship) of activities will be brought before the Board annually for information only. The following applications have been received:

<table>
<thead>
<tr>
<th>Requesting School</th>
<th>Activity</th>
<th>Host School</th>
<th>Initial / Renewal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dunkerton</td>
<td>Girls Soccer, Girls Tennis, Girls Bowling, Boys Bowling, Boys Soccer</td>
<td>Waterloo East High</td>
<td>Renewal</td>
</tr>
<tr>
<td>Waterloo East High</td>
<td>Girls Swimming, Boys Swimming</td>
<td>Waterloo West High</td>
<td>Renewal</td>
</tr>
<tr>
<td>Hudson</td>
<td>Girls Bowling, Boys Bowling</td>
<td>Waterloo West High</td>
<td>Renewal</td>
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</tr>
<tr>
<td>Union</td>
<td>Girls Bowling, Girls Swimming, Boys Bowling, Boys Swimming</td>
<td>Waterloo West High</td>
<td>Renewal</td>
</tr>
<tr>
<td>Columbus Catholic</td>
<td>Boys Swimming, Girls Swimming</td>
<td>Waterloo West High</td>
<td>Renewal</td>
</tr>
<tr>
<td>Don Bosco</td>
<td>Girls Swimming, Boys Swimming</td>
<td>Waterloo West High</td>
<td>Renewal</td>
</tr>
</tbody>
</table>

FOR INFORMATION ONLY
The Board of Education of the Waterloo Schools, County of Black Hawk, State of Iowa, was called to meet in regular session at 5:00pm on Monday, May 23, 2022, in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, Iowa.

Present: Board members: Stacie Mills, Jesse Knight, Endya Johnson, Sue Flynn, Astor Williams, Janelle Ewing and Lyle Schmitt
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

I. Call to Order
The meeting was called to order by Ms. Flynn at 5:00pm.

Ms. Flynn stated that Exhibit D (Board Celebration – FIRST Robotics Competition) and Exhibit E (Board Celebration – ISPRA Publication Awards) will be reversed in order this evening.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement
The Waterloo Schools Mission Statement was read by Ms. Ewing.

V. New Partnership Recognition – Cunningham School for Excellence
This item was presented as Information Only. Akwi Nji, Director of School & Community Relations, introduced Neldrekka Whitaker, Cunningham Principal, who provided information on Cunningham’s newest partner – First Presbyterian Church, Waterloo.

VI. New Partnership Recognition – Poyner Elementary
This item was presented as Information Only. Akwi Nji, Director of School & Community Relations, introduced Stephanie Giachino, Poyner Elementary PIE Representative, who provided information on Poyner’s newest partner – Evansdale Fire Association.

VII. Donations to Highland Elementary
It was moved by Mr. Williams and seconded by Ms. Johnson that the Board of Education accepts and acknowledges with gratitude the $6000 donation from Nazareth Lutheran
Church and $500 donation from VGM to purchase classroom carpets for Highland Elementary. Carrie Kammeyer, Highland Elementary Lead Teacher, provided information. Motion carried 7-0.

IX. Board Celebration – ISPRA Publication Awards *(addressed out of order)*
This item was presented as Information Only. Akwi Nji, Director of School & Community Relations, and Katrina Hemann, Communications Specialist, provided information on the awards their department received from the Iowa School Public Relations Association.

VIII. Board Celebration – FIRST Robotics Competition *(addressed out of order)*
This item was presented as Information Only. Akwi Nji, Director of School & Community Relations, introduced Mr. Richard Hurban, FRC Mentor. Mr. Hurban along with several members of FTC 7247 and the H2O Loo Bots teams, provided information about their accomplishments over this past year. The board recessed to the lobby for a short time to view the robot demonstration.

X. Information from Individuals and Delegations
No public comments were brought forth.

XI. Consent Agenda
It was moved by Ms. Johnson and seconded by Mr. Knight that the Board of Education approve the consent agenda as revised. Motion carried 7-0. The following items were approved:
- Minutes of the May 9, 2022 Regular Board Meeting
- Bills Due & Payable and Bills Paid Between Board Meetings
- iJAG Memorandums of Understanding

Exhibit G: Personnel Appointments and Adjustments
It was moved by Mr. Schmitt 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 7-0.

XII. West High Football Travel to DeKalb, IL
It was moved by Ms. Johnson and seconded by Mr. Knight that the Board of Education approve travel for West High’s Varsity and JV Football teams to travel to DeKalb, Illinois to attend the 7 on 7 football camp located at Northern Illinois University from June 18-19, 2022. Lonnie Moore, West High Football Coach, provided information. Motion carried 7-0.

XIII. Central Middle School Remodel / Waterloo Career Center Expansion Project Change Order #004
It was moved by Mr. Knight and seconded by Ms. Ewing that the Board of Education approve Central Middle School Remodel / Waterloo Career Center Expansion Project Change Order #004 as presented as an ADD of $14,132.20. Dr. Jane Lindaman, Superintendent, Michael Coughlin, Chief Financial Officer, and members of the Board
Facilities Committee, provided information. Mr. Knight and Ms. Ewing agreed to a friendly amendment to the motion to read that the Board of Education approve Central Middle School Remodel / Waterloo Career Center Expansion Project Change Order #004 as presented as an ADD of $14,132.20 provided this will not affect the project completion date. Amended motion carried 7-0.

XIV. Central Middle School Dishwasher Replacement
It was moved by Mr. Knight and seconded by Mr. Williams that the Board of Education approve the quote from Wilson Restaurant Supply in the amount of $67,650 for the Central Middle School dishwasher replacement. Dr. Jane Lindaman, Superintendent, Pam Arndorfer, Assistant to the Superintendent/Board Secretary, and members of the Board Facilities Committee, provided information. Motion carried 7-0.

XV. Superintendent’s Report
- Thank you to the Robotics Team for presenting this evening – it’s so exciting to see the growth in the students and program from year to year
- Congratulations to our Gold Star Teachers – formal ceremony is tomorrow evening at the Gallagher Bluedorn Performing Arts Center
- Congratulations to our seniors who will be graduating in the next 3 days
- Reminder of the many, many extra-curricular opportunities in our schools – there is an opportunity for all students to participate in some way
- Thank you for the wonderful retirement celebration this past Tuesday – truly felt honored

XVI. Information from Board Members
Each board member was given the opportunity to comment.

XVII. Adjourn
It was moved by Ms. Johnson and seconded by Mr. Knight that the Board of Education adjourn the meeting. Motion carried 7-0. The meeting adjourned at 6:46pm.

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 May 23, 2022, Regular Board meeting.”
BOARD OF EDUCATION MEETING
June 13, 2022

ISSUE: Personnel Appointments and Adjustments

CONTACT: Kingsley Botchway II, Chief Officer of Human Resources/Equity

ATTACHMENTS: Routine Personnel Appointments

BACKGROUND:
Routine personnel matters, as outlined in attachment, are recommended for approval.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the personnel items as listed.”
ISSUE: Bills Due and Payable and Bills Paid Between Board Meetings

CONTACT: Michael Coughlin, Chief Financial Officer  
Dr. Jane Lindaman, Superintendent

ATTACHMENTS: Listing of Bills Due and Payable and Bills Paid Between Board Meetings

BACKGROUND:
The Board authorizes the issuance of warrants for payment of claims against the school district for goods and services. The Board will allow the warrants after the goods and services have been received and accepted in compliance with Board policy.

THE SUPERINTENDENT'S RECOMMENDATION IS:
"the Board of Education approve the Bills Due and Payable and the Bills Paid Between Board Meetings."
ISSUE:  iJAG Memorandum of Understanding – Middle School

CONTACT:  Dr. Jane Lindaman, Superintendent
Dr. Stephanie Mohorne, Associate Superintendent for Educational Services

ATTACHMENTS:  Memorandum of Understanding

BACKGROUND:
Iowa Jobs for America’s Graduates (iJAG) is a program partnership between local districts, the State and private donors such as John Deere and McElroy. Waterloo has had a program at East High for a number of years, initially serving at-risk students in grades 11-12. During the 2015-16 school year, with the help of additional private donors, the program was extended at East to include a group of 9th and 10th grade at-risk students. During the 2017-18 school year, the program was extended to include 7th and 8th grade students at George Washington Carver Academy.

The Middle School Memorandum of Understanding was approved at the May 23, 2022 board meeting and included students in grades 7 and 8 at Carver Academy. Since that time, a program has been added at Central Middle School, serving students in grades 7 and 8, at an additional cost of $25,000 (bringing the total cost for the Middle School MOU to $50,000).

The total cost of iJAG programming is $100,000 for all four programs (East High 11-12, East High 9-10, Carver 7-8, and Central 7-8).

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the iJAG Memorandum of Understanding (Middle School) for programming at Carver Academy and Central Middle School for students in grades 7-8, for the 2022-2023 school year, at a cost of $50,000.00.”
BOARD OF EDUCATION MEETING  
June 13, 2022

ISSUE: Iowa Association of School Boards, 2022-23 Membership Dues

CONTACT: Michael Coughlin, Chief Financial Officer  
Pam Arndorfer, Assistant to the Superintendent/Board Secretary

ATTACHMENTS: IASB Mission, Vision and More  
IASB Statement of Membership Dues

BACKGROUND: Each year, the Board of Education considers the renewal of its membership in the Iowa Association of School Boards (IASB). IASB is an association of school districts, area education agencies, and community colleges in Iowa, providing many services to its members.

The dues for Waterloo Schools for 2022-23 are $12,589.00 (an increase of $247 from last year).

THE SUPERINTENDENT'S RECOMMENDATION IS: “the Board of Education approve the payment of $12,342.00 for 2022-23 membership dues to the Iowa Association of School Boards.”
ISSUE: Iowa School Finance Information Services, 2022-23 Subscription Fee

CONTACT: Michael Coughlin, Chief Financial Officer
Pam Arndorfer, Assistant to the Superintendent/Board Secretary

ATTACHMENTS: ISFIS Service and Program Guide
Invoice

BACKGROUND:
Each year, the Board of Education considers the renewal of its subscription to Iowa School Finance Information Services (ISFIS). Some of the supports provided with an ISFIS subscription include:

- Easy-to-use tools that inform and guide better decision making;
- Regular webinars on important topics such as law, finance changes, budget and other dates and deadlines;
- Advocacy support;
- Information and risk management supports;
- Forecasting of potential concerns and opportunities;
- Up to date information on programs and services to fill unmet needs; and
- Information on ways to save money and become more effective.

The subscription fee for the 2022-2023 fiscal year is $3,497.90 (an increase of $101.65 from last year’s fee).

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the payment of $3,497.90 for the 2022-2023 subscription fee to Iowa School Finance Information Services.”
BOARD OF EDUCATION MEETING
June 13, 2022

ISSUE: Urban Education Network, 2022-23 Membership Dues

CONTACT: Michael Coughlin, Chief Financial Officer
Pam Arndorfer, Assistant to the Superintendent/Board Secretary

ATTACHMENTS: Membership Information
UEN Invoice

BACKGROUND:
Each year, the Board of Education considers the renewal of its membership in the Urban Education Network (UEN). The UEN is a consortium of 22 of Iowa’s largest public school districts formed to represent the unique characteristics of urban public schools as well as issues related to all of Iowa’s public schools.

The Urban Education Network keeps the state’s lawmakers, the media, and the public informed about the progress and problems in our state’s largest and most diverse public school districts. This is done through advocacy, legislation, communications and research.

The UEN also helps to build capacity in urban education by facilitating connections between member districts to improve student academic performance and narrow achievement gaps, improve professional development, and strengthen leadership, governance and management.

Joint efforts with other state organizations and policymakers extend the UEN’s influence and effectiveness outside member school districts to the broader community that will ultimately benefit from the contributions of today’s urban students. All members of the UEN help determine program priorities. For guidance, the members rely upon data retrieved from local, state, regional and national sources. The priorities of the UEN continually evolve, reflecting the changing needs of urban students, families and communities.

The dues for Waterloo Schools for 2022-2023 are $10,750 ($250 increase from last year).

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education renew its membership in the Urban Education Network and approve the payment of $10,750 for the 2022-2023 membership dues.”
BOARD OF EDUCATION MEETING
June 13, 2022

ISSUE: Middle School Athletics – Addition of Soccer and Swimming

CONTACT: Dan Huff, District Athletics & Activities Director

ATTACHMENTS: None

BACKGROUND:
This past fall we piloted a middle school soccer program for 7th and 8th grade students. Over 100 boys and girls participated in the pilot, with existing high school coaches serving as middle school coaches for the duration of the program. With the success of the pilot program, middle school AD’s and high school soccer coaches have been meeting to discuss their desire to implement a middle school soccer program.

In addition to soccer, the middle school AD’s are recommending the adoption of a middle school swim season. This would be a 4-week season, running from mid-February through mid-March.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the formation of a middle school soccer program and swim program as presented”
ISSUE: High School Girls Wrestling Program

CONTACT: Dan Huff, District Athletics and Activities Director
          Tim Moses, East High Athletic Director
          Dr. Anthony Pappas, West High Athletic Director

ATTACHMENTS: IGHSAU Wrestling Updates

BACKGROUND:
The Iowa Girls High School Athletic Union Board of Directors voted unanimously to sanction girls wrestling as the organization’s 11th sport. The vote was made at the IGHSAU’s January 12th board of directors meeting and was announced prior to the start of the championship round of the IWCOA Girls State Wrestling Tournament. The first IGHSAU-sanctioned season will take place during the 2022-23 school year.

The IGHSAU intends to follow the National Federation of State High School Associations (NFHS) wrestling rules and guidelines. Details for the roll-out, including format for the season, classification system, weight classes, and postseason/tournament details, are being finalized.

To date, 58 schools have committed to sponsoring girls wrestling programs in Iowa. The latest data from Trackwrestling.com shows 1,018 girls participating in high school wrestling, represented by over 185 Iowa schools. Wrestling becomes the 11th sport to be sanctioned by the IGHSAU and the first since bowling was added in 2007. Iowa becomes the 34th state association to sanction girls’ wrestling.

Waterloo Schools has offered our female athletes the opportunity to participate on the boys wrestling team for many years. With the sanctioning of Girls Wrestling by the IGHSAU, we are seeking approval to start girls’ wrestling teams at both East High and West High Schools, with one head coach hired for each team. Per the IGHSAU, the emphasis will focus on individual competition in the first year.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the formation of a Girls Wrestling team at both East High and West High Schools as presented.”
ISSUE: Substitute Pay Increase

CONTACT: Kingsley Botchway II, Chief Officer of Human Resources & Equity

ATTACHMENTS: None

BACKGROUND:
As we try to keep pace with substitute pay in the area and among the UENs, we are proposing an increase for all subs that is tied to the generator base for teacher substitutes and the starting wage for support staff substitutes. Below are examples of what this would look like for the 2022-2023 school year.

- 66% of generator base for substitute teachers. For the 2022-2023 school year, this would equate to approximately $145. Additionally, all long-term substitutes would get a flat $25/day.
- 80% of the starting wage for support staff substitutes. Support staff substitutes encompasses para, food service, and custodial subs.
  - Para Subs would increase from $12 to $12.98
  - Custodial Subs would increase from $14 to $17
  - Food Service Subs would increase $12 to $14.42
- All substitute pay would increase hereafter based on changes to the generator base for teachers substitutes and changes to the starting wage for support staff substitutes.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the substitute pay increase as proposed.”

CONTACT: Kingsley A. Botchway II, Chief Officer for Human Resources & Equity

ATTACHMENTS: Materials will be provided at the Board meeting

BACKGROUND:
Under Iowa Administrative Code, 281 IAC 95.4(2), each board of directors shall prepare and implement written equal employment opportunity and affirmative action plans by July 1, 1990. The plans shall be evaluated and updated on a biennial basis. The Equity Plan is also being presented to the Board for additional information.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the 2022 Equal Employment Opportunity & Affirmative Action Plan as presented.”
BOARD OF EDUCATION MEETING
June 13, 2022

ISSUE: Irving Elementary Bus Lane Project

CONTACT: Zach Kelly, Interim Director of Operational Services
Michel Coughlin, Chief Financial Officer

ATTACHMENTS: Quote information to be provided at board meeting

BACKGROUND:
In accordance with Board Policy 703.4-R3, prior to board approval, the Superintendent shall receive quotes for goods and services costing more than $25,000 and less than $100,000.

The Facilities Committee is working with ISG Architects to redesign the existing bus lane at Irving Elementary School. The committee is recommending approval of the project to be completed this summer. Quotes will be received June 13 and will be presented by ISG at the board meeting. The project will be paid for through PPEL funds.

THE SUPERINTENDENT’S RECOMMENDATION IS:
“the Board of Education approve the quote from ___________ in the amount of __________ for the Irving Elementary Bus Lane project as presented.”
ISSUE: Board Policy Changes – First Reading

CONTACT: Pam Arndorfer, Board Secretary

ATTACHMENTS: Proposed Policies

BACKGROUND:
The following policies have been reviewed by the District Leadership Team and the Policy Review Committee and are being presented for First Reading.

<table>
<thead>
<tr>
<th>Number</th>
<th>Title</th>
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<tbody>
<tr>
<td>200.3</td>
<td>School Board Powers and Duties</td>
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FOR INFORMATION ONLY