

**Minutes of the Board of Education
Waterloo Schools
County of Black Hawk, State of Iowa
June 13, 2022**

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, June 13, 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 5:04pm.

Ms. Flynn stated that Exhibit O (*Irving Elementary Bus Lane Project*) will be removed from this evening's agenda for further review.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

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

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

It was moved by Ms. Johnson and seconded by Mr. Williams 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. Kingsley Botchway II, Chief Officer of Human Resources & Equity, provided information. Motion carried 7-0.

VI. Board Update – Waterloo Schools Athletics

This item was presented as Information Only. Dan Huff, District Athletics & Activities Director, provided an update on athletic programming and accomplishments during the 2021-2022 school year.

VII. Cooperative Sponsorship Agreements

This item was presented as Information Only. Dan Huff, District Athletics & Activities Director, provided information.

VIII. Information from Individuals and Delegations

- Mr. Roshawn Berry, 1545 Audubon Drive, Waterloo, spoke regarding the importance of meeting the social/emotional needs of both students and staff.
- Ms. LaTanya Graves, 607 E. Donald Street, Waterloo, asked the Board to revisit the school boundaries.

IX. Consent Agenda

It was moved by Ms. Mills 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 23, 2022 Regular Board Meeting
- Bills Due & Payable and Bills Paid Between Board Meetings
- iJAG Memorandum of Understanding – Middle School
- Iowa Association of School Boards, 2022-23 Membership Dues
- Urban Education Network, 2022-23 Membership Dues

Exhibit E: Personnel Appointments and Adjustments

It was moved by Ms. Johnson and seconded by Ms. Mills that the Board of Education approve the personnel items as listed. Kingsley Botchway II, Chief Officer of Human Resources & Equity, provided information. Motion carried 6-0-1; Mr. Williams abstained.

Exhibit I: Iowa School Finance Information Services, 2022-23 Subscription Fee

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the payment of \$3,497.90 for the 2022-2023 subscription fee to Iowa School Finance Information Services. Michael Coughlin, Chief Financial Officer, and Dr. Jane Lindaman, Superintendent, provided information. Motion carried 7-0.

X. Middle School Athletics – Addition of Soccer and Swimming

It was moved by Mr. Williams and seconded by Mr. Knight that the Board of Education approve the formation of a middle school soccer program and swim program as presented. Dan Huff, District Athletics & Activities Director, and Coach Mike Penning, High School Soccer Coach, provided information. Motion carried 7-0.

XI. High School Girls Wrestling Program

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the formation of a Girls Wrestling team at both East High and West High Schools as presented. Dan Huff, District Athletics & Activities Director, and Coach Anthony Watson, East High Assistant Wrestling Coach, provided information. Motion carried 7-0.

XII. Substitute Pay Increase

It was moved by Ms. Johnson and seconded by Ms. Mills that the Board of Education approve the substitute pay increase as proposed. Kingsley Botchway II, Chief Officer of Human Resources & Equity, provided information. Motion carried 7-0.

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

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the 2022 Equal Employment Opportunity & Affirmative Action Plan as presented. Kinglsey Botchway II, Chief Officer of Human Resources & Equity, provided information. Motion carried 7-0.

Proposed Goals and Strategies for 2022 onward include:

Equity Objective: The District shall increase the composition of underrepresented groups in District administrative, certified and support staff with a particular focus on protected classes.

- Ensure a person of color is represented on every hiring committee
- Implement a means of assessing interview committee implicit bias
- Examine and refine our hiring policies and procedures in depth to ensure they are conducive to furthering diversity, inclusion, and equity
- Provide anti-bias training to employees on hiring committees
- **Participate in National Minority Teacher Recruitment Fair**
- **Enhance relationships with HSI institutions**
- Provide support to identify future educators (collaborations with the University of Northern Iowa, University of Iowa, Wartburg College, Upper Iowa, and Hawkeye Community College)
- Further examine the historical and contemporary factors that inform recruitment and retention of teachers of color
- Look at how our hiring and recruitment process may disadvantage or discourage applicants with disabilities, and examine how we can create a better work environment for individuals with disabilities and LGBTQ employees

XIV. Irving Elementary Bus Lane Project

This item was removed from the agenda for further review.

XV. Board Policy Changes – First Reading

This item was presented as Information Only. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. The following policies were presented for First Reading:

- 200.3 – *School Board Powers and Duties*
- 212.0 – *Minutes*

XVI. Superintendent's Report

- So grateful for the opportunity to serve as Waterloo's Superintendent for the past 8 years!
 - Thank you to the Board for their confidence in hiring, as well as to the administrative team, staff and students for their support!
 - Will keep working hard and do her best to ensure a smooth transition as Dr. Jared Smith joins the District on July 1.

- Tonight is Kingsley Botchway’s final meeting – thank you for your service, and job well done!
- Dr. Lindaman’s wish for the future:
 - Stay true to the mission of serving our kids
 - Stay the course on SEL (Social/Emotional learning) – staff matters
 - Always trust but verify

XVII. Information from Board Members

Each board member was given the opportunity to comment.

XVIII. Adjourn

It was moved by Ms. Mills and seconded by Mr. Knight that the Board of Education adjourn the meeting. Motion carried 7-0. The meeting adjourned at 7:51pm.

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 June 13, 2022, Regular Board meeting.”