



# **Board of Education Meeting**

August 8, 2022  
5:00 p.m.

**Board Room**  
Education Service Center  
1516 Washington Street  
Waterloo, Iowa

# Waterloo Schools

## Engaged in Learning, Prepared for Success

### Mission

The Waterloo Schools community commits to a comprehensive system of education and support to assure that each and every student will graduate prepared for college, career and citizenship as evidenced by continuing education, pursuing a career path and contributing to a community.

### Strategic Focus Areas and Objectives

#### People

**Recruit, hire and retain a diverse, high-performing workforce aligned with district values and goals.**

- Enhance and clarify hiring protocol to ensure awareness and consistency between buildings.
- Align staff with talent and workforce needs (strengths-based placements with the right people in the right seats).
- Optimize our workforce through professional learning with clear expectations, skill attainment, perfecting practice.
- Improve the organizational health of the district.

#### Achievement

**Increase achievement for all students through rigorous curriculum, high expectations and effective delivery of instruction, with assessment for improved teaching and increased learning.**

- Increase the percentage of students proficient in math, literacy and science.
- Accelerate the learning for all students while narrowing the achievement gap for all subgroups.
- Create 21<sup>st</sup> Century schools that increase personal, emotional, social and academic independence in order to prepare students for college, career and citizenship.

#### Community

**Initiate, strengthen and engage in community partnerships that result in the academic, social and behavioral success of each and every student.**

- Communicate frequently and accurately.
- Improve image and confidence in Waterloo Schools.
- Partner with businesses, organizations, people to secure resources and enhance real-world experiences.
- Empower Parents.

#### Environment

**Provide an optimal learning environment that is safe, inspiring and welcoming, where all individuals are respected, valued and engaged. Secure, organize and optimize financial resources for human assets, programs and operations that support student achievement.**

- Provide physical environment that allows for a safe learning environment.
- Provide programs that allow students to explore athletic and extra-curricular activities.
- Plan for future facility needs – plan and explore capital expenditures, prepare for future physical needs.
- Align financial resources to the established goals.



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Exhibit

<b>I.</b>	<b>Call to Order</b>	
<b>II.</b>	<b>Moment of Silence</b>	
<b>III.</b>	<b>Pledge of Allegiance</b>	
<b>IV.</b>	<b>Mission Statement</b>	
<b>V.</b>	<b>Public Hearing – East High School East Parking Lot Project</b>	A Page 1
<b>VI.</b>	<b>Board Celebration – WCC Cyber Club Travel to Orlando, Florida</b>	B Page 3
<b>VII.</b>	<b>Board Celebration – Kids Heart Challenge</b>	C Page 4
<b>VIII.</b>	<b>Information from Individuals and Delegations</b>	
<b>IX.</b>	<b>Consent Agenda</b>	
	• <i>Minutes of the July 11, 2022 Regular Board Meeting and the July 13, 2022 Special Board Meeting</i>	D Page 5
	• <i>Personnel Appointments and Adjustments</i>	E Page 9
	• <i>Bills Due &amp; Payable and Bills Paid Between Board Meetings</i>	F Page 15
	• <i>Community Foundation of NE Iowa Donation to West High School</i>	G Page 29
	• <i>Sunshine Charitable Foundation Donation to West High School</i>	H Page 31
	• <i>Leader in Me Agreement</i>	I Page 34
	• <i>28e Agreement Between Waterloo Career Center and Union Community School District</i>	J Page 38
	• <i>Appointment of Board Member to UEN Steering Committee</i>	K Page 41

•	<i>Bid Approval – East High School East Parking Lot Project</i>	L Page 42
•	<i>Central Middle School Remodel / Waterloo Career Center Expansion Project – Change Order #006</i>	M Page 45
<b>X.</b>	<b>MOU Between Waterloo Schools and the University of Northern Iowa for the PDS Methods Block</b>	N Page 54
<b>XI.</b>	<b>Technology Purchase</b>	O Page 58
<b>XII.</b>	<b>Athletic Training Services Agreement</b>	P Page 59
<b>XIII.</b>	<b>Purchase of Pre-K Playground Equipment for Poyner Elementary</b>	Q Page 65
<b>XIV.</b>	<b>Purchase of Vans for Maintenance Department</b>	R Page 69
<b>XV.</b>	<b>Property, Casualty and Worker’s Compensation Insurance Program</b>	S Page
<b>XVI.</b>	<b>Superintendent’s Report</b>	
<b>XVII.</b>	<b>Information from Board Members</b>	
<b>XVIII.</b>	<b>Adjourn</b>	

**BOARD OF EDUCATION MEETING**  
**August 8, 2022**

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**ISSUE:** Public Hearing – East High School East Parking Lot Project

**CONTACT:** Zach Kelly, Interim Director of Operations  
Michael Coughlin, Chief Financial Officer

**ATTACHMENTS:** Notice of Public Hearing

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**BACKGROUND:**

In accordance with Section 73A of the Code of Iowa, a Public Hearing is required if the Board of Education of a school corporation proposes to make public improvements that may exceed \$100,000.

A Public Hearing for the proposed East High School East Parking Lot project will be held on Monday, August 8, 2022 at 5:00pm in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, IA 50702.

The Notice of Public Hearing regarding the East High School East Parking Lot project has been sent to the *WCF Courier* for publication.

**PUBLIC HEARING**

## NOTICE OF PUBLIC HEARING

### NOTICE OF PUBLIC HEARING ON PROPOSED PLANS SPECIFICATIONS, AND FORM OF CONTRACTS, AND ESTIMATED TOTAL COST OF THE PUBLIC IMPROVEMENT FOR THE CONSTRUCTION OF THE EAST HIGH PARKING LOT OVERLAY PROJECT FOR THE WATERLOO COMMUNITY SCHOOL DISTRICT, WATERLOO, IA.

Notice is hereby given that the Board of Education of the Waterloo Community School District of Waterloo, Iowa, will meet in the Board Room of the Education Service Center, 1516 Washington Street, in said City on the **8th day of August 2022, at 5:00 p.m.**, at which time and place a hearing will be held on the proposed plans, specifications, form of contract, and estimated of cost for the construction of the East High Parking Lot Overlay project, Waterloo, Iowa in and for said City.

If approved, consideration of such bids for the construction of the aforesaid project will be made following the hearing. Any interested person may appear at said hearing and file objections to the proposed plans, specifications, form of contract, and estimated costs for said improvements. It is anticipated that bids will be received for aforesaid improvements on the **2nd day of August 2022, at 2:00 p.m.**

**Project Scope:** Asphalt Overlay and Patching, Concrete Ramp, Stair, and Sidewalk Improvements, Lighting Upgrades, potentially a trash enclosure, and other related Work indicated in the Drawings and Specifications. The project is located at East High School, 214 High Street, Waterloo, Iowa.

A more detailed description of the kinds and approximate quantities of materials and types of construction for which bids will be received are set forth in the Bidding Documents prepared by ISG, Inc., of Waterloo, Iowa. which together with the proposed form of contract, have heretofore been approved by the Board of Education and are now on file for public examination in the Waterloo District's Administration Office, and are by this reference made part hereof as though fully set out and incorporated herein.

The Architect/Engineer has prepared plans and specifications governing the construction of the proposed improvements. These plans and specifications, and the proceedings of the Board of Education referring to and defining said improvements, are hereby made a part of this Notice and the proposed contract by reference, and the proposed contract shall be executed to comply therewith.

Published upon order of the Waterloo Community School District.

WATERLOO COMMUNITY SCHOOL DISTRICT

BY /s/ Pam Arndorfer  
Secretary to the Board

ATTEST:

BY /s/ Michael Coughlin  
Chief Financial Officer/Board Treasurer

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**ISSUE:** Board Celebration – WCC Cyber Club Travel to Orlando, Florida

**CONTACT:** Kyle Kuhlers, Web Programming Teacher/Cyber Defense Coach  
Akwi Nji, Director of School & Community Relations

**ATTACHMENTS:** None

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**BACKGROUND:**

On March 28, 2022, the Board of Education approved travel for the WCC Cyber Club and Kyle Kuhlers to travel to Orlando, FL, to compete in the Argonne CyberForce Student Competition. The trip took place from June 28-July 2. Kyle Kuhlers, Cyber Defense Coach, and several students who attended the competition will attend the board meeting to share information about their experience.

**FOR INFORMATION ONLY**

**BOARD OF EDUCATION MEETING**  
**August 8, 2022**

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**ISSUE:** Board Celebration – Kids Heart Challenge

**CONTACT:** Akwi Nji, Director of School & Community Relations  
Pam Arndorfer, Assistant to the Superintendent/Board Secretary

**ATTACHMENTS:** None

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**BACKGROUND:**

Through the American Heart Association's Kids Heart Challenge, students learn about heart health while helping to raise funds to protect all hearts – especially other kids'. Through fun activities, students discover ways to take care of their hearts and brains while practicing kindness, gratitude and learning ways to de-stress. Currently seven of our eleven elementary schools participate in the Kids Heart Challenge. By participating, schools have the chance to earn additional PE equipment.

Shelby Crist, Youth Market/Heart Walk Director with the American Heart Association, will be present to provide additional information and celebrate Waterloo Schools' participation in the program.

**FOR INFORMATION ONLY**



**Minutes of the Board of Education  
Waterloo Schools  
County of Black Hawk, State of Iowa  
July 11, 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, July 11, 2022, in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, Iowa.

Present: Board members: Jesse Knight, Endya Johnson, Sue Flynn, Astor Williams, Janelle Ewing and Lyle Schmitt  
Superintendent, Dr. Jared Smith  
Associate Superintendent for Educational Services, Dr. Stephanie Mohorne  
Chief Officer of Human Resources/Equity, Anthony Spurgetis  
Chief Financial Officer/Board Treasurer, Michael Coughlin  
Assistant to the Superintendent/Board Secretary, Pam Arndorfer

Absent: Board member, Stacie Mills

**I. Call to Order**

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

**II. Moment of Silence**

**III. Pledge of Allegiance**

**IV. Mission Statement**

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

Ms. Flynn welcomed Dr. Jared Smith, Superintendent, and Anthony Spurgetis, Chief Officer of Human Resources/Equity, to their first board meeting.

**V. Board Celebration – East High Fine Arts Trip to Memphis, TN, and St. Louis, MO**

This item was presented as Information Only. Joelle Smith, East High Band Director, and Kyle Geesey, East High Orchestra Director, along with an East High student, provided information on the trip.

**VI. Board Celebration – Iowa Health Careers Registered Apprenticeship Grant**

It was moved by Mr. Williams and seconded by Mr. Knight that the Board of Education accepts with gratitude the Governor's Iowa Health Careers Registered Apprenticeship grant in the amount of \$176,762. Jeff Frost, Executive Director of Professional Technical Education, provided information. Motion carried 6-0.

**VII. Information from Individuals and Delegations**

- Ms. Jamisia Young, 1203 Randolph Street, presented information regarding the school dress code and asked the Board to reconsider the policy

### **VIII. 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 June 13, 2022 Regular Board Meeting and the June 8, 2022 and June 28, 2022 Special Board Meetings
- Bills Due & Payable and Bills Paid Between Board Meetings
- Set Date of Public Hearing – East High School East Parking Lot Project
- Approve Notice to Bidders – East High School East Parking Lot Project

### **Exhibit D: 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. Anthony Spurgetis, Chief Officer of Human Resources & Equity, provided information. Motion carried 6-0.

### **IX. Solid Waste Management Contract**

It was moved by Mr. Schmitt and seconded by Mr. Knight that the Board of Education approve the contract with Republic Services for solid waste management for the 2022-2025 school years as outlined. Zach Kelly, Interim Director of Operations, provided information. Motion carried 6-0.

### **X. Board Policy Changes – Second Reading**

It was moved by Ms. Johnson and seconded by Mr. Knight that the Board approve the following policies: *School Board Powers and Duties* and *Minutes*. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. Motion carried 6-0.

### **XVI. Superintendent's Report**

- Happy to be back in Waterloo – it's been a busy first week on the job but the transition is going well
  - Working through the 100-day entry plan
  - A lot of internal and external meetings
    - Met with Mayor Hart and Dr. Lindaman this morning – have committed to bi-monthly meetings with the Mayor and will continue weekly meetings with Dr. Lindaman for the remainder of July
- Looking forward to the goal setting meeting with the Board on Wednesday
- Outlined the District's response to the recent Charles City/East High incident – very happy with the swift action and process

### **XVII. Information from Board Members**

Each board member was given the opportunity to comment.

### **XVIII. Adjourn**

It was moved by Mr. Williams and seconded by Ms. Johnson that the Board of Education adjourn the meeting. Motion carried 6-0. The meeting adjourned at 6:33pm.

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 July 11, 2022, Regular Board meeting.”

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

The Board of Education of the Waterloo Schools, County of Black Hawk, State of Iowa, was called to meet in special session at 4:00pm on Wednesday, July 13, 2022, in Room 110 of the Education Service Center, 1516 Washington Street, Waterloo, Iowa.

Present: Board members: Stacie Mills, Jesse Knight, Endya Johnson, Astor Williams, Janelle Ewing,  
Lyle Schmitt  
Superintendent, Dr. Jared Smith  
Absent: Board member, Sue Flynn

Vice President, Endya Johnson, chaired the meeting in the absence of President, Sue Flynn.

The special meeting was called to order by Vice President Johnson at 4:07pm.

It was moved by Mr. Williams and seconded by Ms. Mills that the Board of Education go into closed session pursuant to Iowa Code 21.5(1)(i) to review and establish performance and evaluation goals for the Superintendent. The motion carried 6-0 on a roll call vote. The board went into closed session at 4:08pm.

The board came out of closed session at 6:51pm.

It was moved by Mr. Williams and seconded by Mr. Knight that the Board of Education adjourn the meeting. Motion carried 6-0. The meeting adjourned at 6:52pm.

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 July 13, 2022, Special Board meeting.”