



WE *inspire* STUDENTS TO  
BE EXCEPTIONAL  
BE CONFIDENT  
BE YOU

**BE BOLD**

# MEETING

*Board of Education*

JANUARY 23, 2023  
5:00 PM

Board Room | Education Service Center | 1516 Washington Street | Waterloo, IA 50702



2022-2023



# PLAN *Strategic*

## P·A·C·E

PEOPLE | ACHIEVEMENT | COMMUNITY | ENVIRONMENT

### OUR VISION

Unfolding Futures

### OUR 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.

### OUR GOALS . OUR PACE

1. Prioritize employee **recruitment and retention**.
2. Accelerate the learning process for all while **narrowing the achievement gap**.
3. Ensure success for our students of color in a **student-centered learning environment**.
4. Guarantee student career development through **rigorous, personalized instruction**.
5. Increase student attendance by fostering **family and community engagement**.
6. Ensure all students experience a **safe physical and emotional learning environment**.



WE INSPIRE STUDENTS TO BE BOLD

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**  
**5:00pm**

	<u>Exhibit</u>
<b>I. Call to Order</b>	
<b>II. Moment of Silence</b>	
<b>III. Pledge of Allegiance</b>	
<b>IV. Mission Statement</b>	
<b>V. New Partnership Recognition with West High School</b>	A Page 1
<b>VI. New Partnership Recognition with Becker Elementary School</b>	B Page 2
<b>VII. Board Celebration – National School Counseling Week</b>	C Page 3
<b>VIII. Information from Individuals and Delegations</b>	
<b>IX. Consent Agenda</b>	
• <i>Minutes of the January 9, 2023 Regular Board Meeting</i>	D Page 5
• <i>Personnel Appointments and Adjustments</i>	E Page 8
• <i>Bills Due &amp; Payable and Bills Paid Between Board Meetings</i>	F Page 12
<b>X. Curriculum Adoption for High School Instrumental Music</b>	G Page 21
<b>XI. Purchase of Vape Detectors for High Schools</b>	H Page 26
<b>XII. Bid Approval – Sloane Wallace Stadium Park/Irving Elementary Playground</b>	I Page 31
<b>XIII. Funding for 2023-24 At-Risk Education Programs</b>	J Page 34
<b>XIV. Board Policy Changes – First Reading</b>	K Page 36
• <i>504.2-R – Student Dress Code Regulation</i>	
• <i>504.2-E – Student Dress Code Exhibit</i>	
• <i>701.9 – Gifts to the District</i>	

**XV. Possible Closed Session Pursuant to Iowa Code Chapter 21.5(1)(c)**

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Page 45

**XVI. Superintendent's Report**

**XVII. Information from Board Members**

**XVIII. Adjourn**

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** New Partnership Recognition with West High School

**CONTACT:** Akwi Nji, Director of School and Community Relations  
Byron Phillips, Assistant Principal, West High

**ATTACHMENTS:** None

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**BACKGROUND:**

**Scooter's Coffee** has agreed to join the Partners-in-Education program at West High School. West's current partners include: The OP/Ridgeway, John Deere and Hope City Church. Partner representatives will be present to welcome **Scooter's Coffee** as they join the Waterloo Schools Partners-in-Education program.

**FOR INFORMATION ONLY**

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** New Partnership Recognition with Becker Elementary School

**CONTACT:** Akwi Nji, Director of School and Community Relations  
Abby Norgren, Lead Teacher, Becker Elementary School

**ATTACHMENTS:** None

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**BACKGROUND:**

Becker Elementary School is pleased to welcome **Vine Valley Real Estate** and **Three Pines Farm** to their Partners-in-Education program. Becker's current partners include Maple Lanes and Monster Cookies & More. Partner representatives will be present to welcome **Vine Valley Real Estate** and **Three Pines Farm** as they join the Waterloo Schools Partners-in-Education program.

**FOR INFORMATION ONLY**

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Board Celebration – National School Counseling Week

**CONTACT:** Donna Kitrick, Mental Health Coordinator  
Amy Schmidt, Director of K-12 Career Development

**ATTACHMENTS:** Proclamation

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**BACKGROUND:**

National School Counseling Week, sponsored by the ASCA [American School Counselor Association], is February 6-10, 2023, with the purpose of drawing public attention on the unique contribution of school counselors within US school systems. National School Counseling week highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career. This year’s theme is **Helping Students Dream Big**.

Waterloo Schools currently employs 34 school counselors spread across 19 buildings. These 34 counselors have a total of 296.5 years of experience specific to school counseling, ranging from 6 months to 22 years. Our counselors will be celebrated in various ways throughout this special week.

**THE SUPERINTENDENT’S RECOMMENDATION IS:**

“the Board of Education acknowledge February 6-10, 2023, as National School Counseling Week in Waterloo Schools, and sign the associated proclamation.”

**Minutes of the Board of Education  
Waterloo Schools  
County of Black Hawk, State of Iowa  
January 9, 2023**

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, January 9, 2023, 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. Jared Smith  
Associate Superintendent for Educational Services, Dr. Stephanie Mohorne  
Chief Human Resources and Equity Officer, Anthony Spurgetis  
Assistant to the Superintendent/Board Secretary, Pam Arndorfer  
Absent: Chief Financial Officer/Board Treasurer, Michael Coughlin

**I. Call to Order**

The meeting was called to order by Ms. Flynn at 5:03pm.

**II. Moment of Silence**

**III. Pledge of Allegiance**

**IV. Mission Statement**

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

**V. Board Celebration – Scheels Donation to East High School**

It was moved by Ms. Mills and seconded by Ms. Johnson that the Board of Education accepts and acknowledges with gratitude the \$2,500 donation from Scheels to benefit athletic programs at East High School. Akwi Nji, Director of School & Community Relations, and Tim Moses, East High Athletic Director, provided information. Motion carried 7-0.

**VI. Information from Individuals and Delegations**

- Shelly Smith, 216 Oakwood Drive, Evansdale, East High alum and parent, shared her concerns regarding the safety of students and staff at East High School, as well as communication protocols
- Jonathan Cox, 1008 Bertch Avenue, Waterloo, East High parent, shared his concerns for the safety of students and staff at East High School

**VII. 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 7-0. The following items were approved:



- Minutes of the December 12, 2022 Regular Board Meeting
- Bills Due & Payable and Bills Paid Between Board Meetings

**Exhibit C: Personnel Appointments and Adjustments**

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the personnel items as listed. Anthony Spurgetis, Chief Human Resources & Equity Officer, provided information and shared an adjustment to the personnel chart. It was moved by Mr. Schmitt and seconded by Ms. Mills that the Board amend the motion to exclude, under resignations, the last name under classified. Motion carried 7-0. Motion to approve personnel items carried 7-0.

**VIII. West High Dance Team Travel to Nationals in Orlando, FL**

It was moved by Ms. Johnson and seconded by Mr. Williams that the Board of Education approve travel for West High’s Dance Team to Orlando, FL, to compete in the DTU Dance Team Nationals from February 9-13, 2023. Miranda Koch, West High Dance Team Coach, provided information. Motion carried 7-0.

**IX. ESSER Funding – Vision To Learn**

It was moved by Mr. Williams and seconded by Ms. Mills that the Board of Education approve the payment of \$25,000 in ESSER funding to Vision to Learn to be used for vision care during the 2022-2023 school year. Jennifer Hartman, Director of Elementary Education, and Corrine Kroger, Iowa Regional Director for Vision to Learn, provided information. Motion carried 7-0.

**X. Purchase of Playground Equipment for Kingsley Elementary**

It was moved by Ms. Johnson and seconded by Mr. Knight that the Board of Education accept the recommendation from the Facilities Committee and approve the purchase of playground equipment for Kingsley Elementary School at a cost of \$156,100 as presented. Members of the Facilities Committee provided information. Motion carried 7-0.

**XI. Central Middle School Pool Bleacher Project**

It was moved by Mr. Knight and seconded by Mr. Williams that the Board of Education approve the quote from H2I Group in the amount of \$58,900 for the Central Middle School Pool Bleacher project as outlined. Members of the Facilities Committee provided information. Motion carried 7-0.

**XII. Superintendent’s Report**

- Central Middle School students and staff have been successfully moved in to the WCC expansion building
  - Working on some sound deadening options
  - Transition time seems to be going well
  - Congratulations to Central Staff, Operations team, and Technology team on a successful move
- Dress code going well with mostly positive feedback
  - Committee will continue to gather feedback and assess at the end of this semester

- Leader Valley will hold their 10-year celebration at the WCC tomorrow night
- East/West basketball games will take place Saturday afternoon at East High

**XV. Information from Board Members**

Each board member was given the opportunity to comment.

**XVI. Adjourn**

It was moved by Mr. Williams and seconded by Mr. Knight that the Board of Education adjourn the meeting. Motion carried 7-0. The meeting adjourned at 6:19pm.

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 January 9, 2023, Regular Board meeting.”

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Personnel Appointments and Adjustments

**CONTACT:** Anthony Spurgetis, Chief Officer of Human Resources/Equity

**ATTACHMENTS:** Routine Personnel Appointments

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**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.”

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Bills Due and Payable and Bills Paid Between Board Meetings

**CONTACT:** Michael Coughlin, Chief Financial Officer  
Dr. Jared Smith, Superintendent

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

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**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."

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Curriculum Adoption for High School Instrumental Music

**CONTACT:** Dr. Stephanie Mohorne, Associate Superintendent for Educational Services  
Travis Gratteau-Zinnel, Instructional Coach for Fine Arts  
Sherice Ortman, Secondary Curriculum Coordinator

**ATTACHMENTS:** Supporting Documents

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**BACKGROUND:**

The Waterloo Schools band and orchestra teachers have spent the past two years unpacking the Iowa Music Standards and review of method books to enhance and revitalize instrumental music in the Waterloo Schools. To this date, no formal curriculum adoption has been recorded before the Board. In the following paragraphs, you will see the texts that have been requested and the costs associated with reinvigorating our programs.

**HS Band/Orchestra**

Both East and West High School band and orchestra teachers worked to craft a scope and sequence that addresses their performance season and the state standard strands: performing, creating, responding, and connecting. To complement the middle school programs' curricular adoption from fall 2022, it was decided that students receive more differentiated resources such as instrument specific books.

**HS Band Recurring Costs**

Marching band is a staple of Waterloo music education, so we are proposing that as part of the adoption, there are recurring costs such as a marching band show (estimated at \$1,250 per building per year). Another recurring cost is the use of percussion sticks which we provide for student musicians. These expenses will be reflected below.

<b>MusicFirst (Band) - A la carte hub with various tools for student musicians</b>	
\$17,671.50 (8-year bundle for roughly 210 students)	
<b>Instructional supplies - books, sticks, and instruments</b>	
East/West Band One-Time Costs	\$38,507.20
Orchestra Instrument Costs	\$4,800.00

Total cost for these three adoptions:

1-time purchase = \$38,507.20

Annual purchase = \$2500 (marching band show) + \$48 (percussion stick)

**THE SUPERINTENDENT'S RECOMMENDATION IS:**

“the Board of Education approve the curriculum purchase for High School Instrumental Music as outlined.”

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Purchase of Vape Detectors for High Schools

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

**ATTACHMENTS:** Quotes  
 HALO 2C Information Sheet

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**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.

In an effort to provide additional safety features in our four high school buildings (East High, West High, Expo ALC and the WCC) the district has considered the purchase of HALO Smart Sensor 2C vape detectors to be installed in each of these buildings. In addition to vape detection, these sensors provide the following additional features:

- Air quality monitoring
- Carbon Dioxide (CO<sub>2</sub>) monitoring
- Aggression detection
- Gunshot detection
- Vandalism and trespassing alerts

Quotes have been received from two companies:

- Electronic Engineering = \$127,516.06
- Tri-City Electric Co. = \$134,817.35

The Facilities Committee has reviewed the quotes and is recommending the purchase the HALO Smart Sensor 2C vape detectors from Electronic Engineering at a cost of \$127,516.06. Expected installation of the vape detectors is March 2023.

**THE SUPERINTENDENT'S RECOMMENDATION IS:**

“the Board of Education approve the quote from Electronic Engineering to purchase the HALO Smart Sensor 2C vape detectors at a cost of \$127,516.06.”

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Bid Approval – Sloane Wallace Stadium Park/Irving Elementary Playground

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

**ATTACHMENTS:** Recommendation Letter  
Bid Tabulation

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**BACKGROUND:**

In accordance with Section 73A and Section 26.12 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.

The Public Hearing for the Sloane Wallace Stadium Park/Irving Elementary Playground project was held on December 12, 2022, at 5:00pm in the Board Room of the Education Service Center, 1516 Washington Street, Waterloo, IA 50702. A Notice to Bidders was approved that same night. The Notice to Bidders was posted to the District website and submitted to MBI for printing in the Construction Update Plan Room Network.

ISG Architects has supplied specifications to bidders for all aspects of the project. Bids for the Sloane Wallace Stadium Park/Irving Elementary Playground project were received and opened on January 18, 2023. A total of five (5) bids were received as noted on the attached Bid Tabulation. The recommendation from ISG Architects is to accept the bid from Baker Enterprises, Inc. of Waverly, IA, as outlined in the recommendation letter. Total contract cost for the project is \$1,036,218, which includes the base bid only with no allowances.

If approved, construction is expected to begin March 2023 with completion by August 2023.

**THE SUPERINTENDENT’S RECOMMENDATION IS:**

“the Board of Education accept the recommendation from ISG Architects and approve the Sloane Wallace Stadium Park/Irving Elementary Playground project bid to Baker Enterprises, Inc., as presented, at a cost of \$1,036,218, which includes the base bid only with no allowances.”

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Funding for 2023-24 At-Risk Education Programs

**CONTACT:** Michael Coughlin, Chief Financial Officer

**ATTACHMENTS:** MSA Application 2023-24

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**BACKGROUND:**

School districts may apply for revenues to serve students identified as academically at-risk and, therefore, may be at-risk of dropping out of school. At-Risk education programs can also serve returning dropouts, those students who were not included in the previous year's budget enrollment.

The District has two avenues of funding for At-Risk Programming.

- Supplemental funding which is included on the Aid & Levy Worksheet and is calculated by a formula involving the free/reduced lunch percentage of grades 1-6 and total district enrollment. Estimated funding for 2023-24 is \$546,080.
- Modified Allowable Growth funding, which is a local decision to apply for additional authority of up to 5% of the Regular Program District Cost [RPDC] and match with an additional 25% from District Funds. The additional authority of 5% is funded entirely by property tax, the matching 25% is supported by state aid and property tax. Current funding for 2023-24 is \$3,955,688 [5% of RPDC] + \$1,318,563 [25% District match] = \$5,274,251. This is a 2.5% increase from \$5,145,576.
- The Department of Education has combined these two funding sources under a new application for Modified Supplemental Aid [MSA]. It allows for some additional flexibility in programming but also requires additional accountability.

The current list of MSA programs are as follows:

- Credit Recovery Program
  - Summer School
  - Performance Based Diploma Academy
- After-School Program
  - FLASH Reading Program
  - Extramural Programs
- Alternative Learning Center
  - Expo Alternative High School
- Intensive Guidance and Supports
  - Big Brothers/ Big Sisters Mentoring
  - Family Support Program
  - PBIS Program
  - Success Link
  - IJAG Program
  - SRO Officers



The SBRC approves the application by March 2023 to allow notification to the County Auditor as Tax Levy Rates are published for 2023-24. The property tax levy to support At Risk Programs is estimated at \$1.39 of the total \$13.36 current levy for all funds. Program specifics and allocations to be addressed in the 2023-24 District line-item budget.

**THE SUPERINTENDENT’S RECOMMENDATION IS:**

“the Board of Education authorize the district’s administration to submit a request to the School Budget Review Committee [SBRC] in the amount of \$3,955,688 for modified supplemental amount [MSA] for the purpose of funding district At-Risk programming for 2023-24.”

Modified Supplemental Amount

MODIFIED SUPPLEMENTAL AMOUNT

#	Description	Amount
1	District cost per pupil	\$7,413
2	Certified enrollment (October 1, current school year) Certified enrollment was found and certified on 10/14/2022 12:51:52 PM.	10,672.3
3	Maximum modified supplemental amount possible (0.05 x line 1 x line 2)	\$3,955,688
4	Previous FY Carry-forward from CAR Project 1116 Carry-forward: \$0 Project 1119 Carry-forward: \$0	\$0
5	Requested modified supplemental amount Enter an amount equal to, or less than (Ln3 - Ln4): \$3,955,688	3955688
<i>"Requested MSA and required match (and the associated spending authority) is solely for the purpose of implementing the district's board-adopted At-Risk/Dropout program."</i>		
6	Required local match (Total Project Cost(Line 5 / 0.75) X 0.25)	\$1,318,563
7	Enter the number of enrolled students in the budget year identified as returning dropouts and potential dropouts.	2100

**BOARD OF EDUCATION MEETING  
January 23, 2023**

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**ISSUE:** Board Policy Changes – First Reading

**CONTACT:** Pam Arndorfer, Board Secretary

**ATTACHMENTS:** Proposed Policies

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**BACKGROUND:**

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

<b>Number</b>	<b>Title</b>
504.2-R	Student Dress Code Regulation
504.2-E	Student Dress Code Exhibit
701.9	Gifts to the District

**FOR INFORMATION ONLY**

**BOARD OF EDUCATION MEETING**  
**January 23, 2023**

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**ISSUE:** Possible Closed Session Pursuant to Iowa Code 21.5(1)(c)

**CONTACT:** Anthony Spurgetis, Chief Human Resources & Equity Officer

**ATTACHMENTS:** Provided at closed session

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**BACKGROUND:**

Pursuant to Iowa Code 21.5(1)(c), the Board will vote to enter into closed session. The Board will retire to Room 110 for the closed session.

**MOTION TO ENTER INTO CLOSED SESSION:**

“that the Board of Education go into closed session pursuant Iowa Code Chapter 21.5(1)(c) to discuss strategy with counsel in a matter presently in litigation.”

The Board will return to Open Session in the Board Room to vote on the purchase.

**THE SUPERINTENDENT’S RECOMMENDATION IS:**

“the Board of Education approve the Settlement Agreement and Release as discussed in closed session and authorize the Board President to sign such agreement.”



January 23	Board of Education Meeting	5:00pm
February 13	Board of Education Meeting	5:00pm
February 21	PK-12 Conferences	4-7:30pm
February 23	PK-12 Conferences <i>No School February 23 and 24</i>	12-8pm
February 27	Board of Education Meeting	5:00pm
March 13	Board of Education Meeting	5:00pm
March 13-17	Spring Break Week	
March 27	Board of Education Meeting	5:00pm