

**Minutes of the Board of Education  
Waterloo Schools  
County of Black Hawk, State of Iowa  
April 10, 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, April 10, 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  
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 5:05pm.

**II. Moment of Silence**

**III. Pledge of Allegiance**

**IV. Mission Statement**

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

Ms. Flynn stated that Exhibit L needs to be removed from the agenda as earlier today the administrator requested a closed session, however, is unable to attend tonight's board meeting. It was moved by Ms. Johnson and seconded by Ms. Mills to amend the agenda and remove Item L (Consideration of Superintendent's Recommendation to Terminate a Non-Probationary Administrator's Contract) from tonight's board meeting. Motion carried 7-0.

**V. Public Hearing – Sale of Excess Property at Auction**

The Public Hearing for the Sale of Excess Property at Auction was declared open at 5:09pm. No public comments were brought forth. It was moved by Mr. Knight and seconded by Ms. Mills to close the Public Hearing for the Sale of Excess Property at Auction. Motion carried 7-0. The Public Hearing was closed at 5:10pm.

**VI. Information from Individuals and Delegations**

- Ms. Sharina Sallis, 1427 Dearborn, Waterloo, asked the board to hold the Superintendent accountable for job performance evaluations; she also stressed the importance of ensuring that promotions, hiring and terminations be based on job performance and not racial factors
- Ms. LaTanya Graves, 607 E. Donald Street, Waterloo, spoke about the achievement gap and her concerns that the gap is not lessening; she also shared

concerns about the selection of students attending the WCC and stressed that the District needs to make sure we are meeting the needs of each and every student in the District

- Felicia Smith-Nalls, 133 Alta Vista, Waterloo, spoke regarding the achievement gap and urged the District to make sure appropriate resources are being used to address the gap
- Debra Berry, 208 Greenbrier Road, Waterloo, also addressed the achievement gap along with SEL needs of students and staff; she urged the District to consider the needs of students and the importance of employing teachers and staff who look like the students

## **VII. Consent Agenda**

It was moved by Mr. Williams 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 March 22, 2023 Special Board Meeting and the March 27, 2023 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, Dr. Jared Smith, Superintendent, and Michael Coughlin, Chief Financial Officer, provided information. Motion carried 7-0.

### **Exhibit E: Sale of Excess Property at Auction**

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education accept the auctioneer agreement from Hilpipe Auction Co. to conduct an auction to dispose of excess property as outlined. Zach Kelly, Director of Operational Services, and Michael Coughlin, Chief Financial Officer, provided information. Motion carried 7-0.

## **VIII. 2023-24 Budget Estimate and Publication**

It was moved by Mr. Knight and seconded by Ms. Johnson that the Board of Education approve the budget expenditure estimate of \$208,068,380 and the tax levy rate of \$13.36062 for publication and set the public hearing for the 2023-24 Certified Budget at 5:00 PM on April 24, 2023. Michael Coughlin, Chief Financial Officer, provided information. Motion carried 7-0.

## **IX. Elementary Science Curriculum Adoption**

It was moved by Ms. Johnson and seconded by Ms. Mills that the Board of Education approve the purchase of Amplify Science curriculum and materials at a cost of \$999,513.65 as presented, to support elementary science beginning with the 2023-2024 school year. Ryan Christoffer, Elementary Curriculum Coordinator, and Erin Sale, District STEM Coach, provided information. Motion carried 6-1; Mr. Schmitt voted nay.

**X. Memorandum of Understanding with 1619 Freedom School**

It was moved by Ms. Mills and seconded by Ms. Johnson that the Board of Education approve the Memorandum of Understanding between Waterloo Schools and the 1619 Freedom School as presented. Jennifer Hartman, Director of Elementary Education, Ryan Christoffer, Coordinator of Elementary Education, and Sheritta Stokes, Co-Director of the 1619 Freedom School, provided information. Motion carried 7-0.

**XI. Central Middle School Remodel / Waterloo Career Center Expansion Project – Change Orders #010 and #011**

It was moved by Mr. Knight and seconded by Mr. Mills that the Board of Education approve Central Middle School Remodel / Waterloo Career Center Expansion Project Change Order #010 as an ADD of \$9,333.16 and Change Order #011 as an ADD of \$97,142.64 as presented. Zach Kelly Director of Operational Services, provided information. Motion carried 7-0.

**XII. Closed Session to Address Confidential Matter**

The Board retired to Room 110 for this portion of the meeting.

It was moved by Ms. Johnson and seconded by Ms. Flynn that the Board of Education go into closed session pursuant to Iowa Code Chapter 21.5(1)(c) to discuss strategy with counsel in a matter where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation. Motion carried 7-0.

The Board entered into closed session at 6:22pm.

The Board returned to open session in the Board Room at 6:41pm.

**XIII. Settlement Agreement with Staff Member**

It was moved by Ms. Johnson and seconded by Mr. Williams that the Board of Education approve the Settlement Agreement and Release and authorize the Board President to sign such agreement. The motion carried 6-0-1 on a roll call vote with Mr. Knight, Ms. Johnson, Ms. Flynn, Mr. Williams, Ms. Ewing and Mr. Schmitt all voting yay; Ms. Mills abstained.

**XIV. Consideration of Superintendent's Recommendation to Terminate a Non-Probationary Administrator's Contract**

This item was removed from tonight's agenda and will be addressed at a later date.

**XV. Superintendent's Report**

- The District's student conduct data was shared out with the Board earlier this week – happy to report that the data is showing improvement in many areas
  - Attendance/chronic absenteeism is one area that we continue to work on and are considering additional supports

**XVI. Information from Board Members**

Each board member was given the opportunity to comment.

**XVII. 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 7:02pm.

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 April 10, 2023, Regular Board meeting.”