



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

BE BOLD

MEETING

Board of Education

MAY 22, 2023
5:00 PM

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

WATERLOO
SCHOOLS



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



1516 Washington St.
Waterloo, IA 50702



319-433-1800



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BOARD OF EDUCATION MEETING
May 22, 2023
5:00pm

Exhibit

I.	Call to Order	
II.	Moment of Silence	
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XIV. Superintendent's Report

XV. Information from Board Members

XVI. Adjourn

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Instructional Support Program- Public Hearing

CONTACT: Michael Coughlin, Chief Financial Officer

ATTACHMENTS: Notice of Consideration of Proposal to Continue to Participate in the Instructional Support Program

BACKGROUND:

An Instructional Support Levy (ISL) is allowed under the Iowa Code sections 257.18-257.27. In summary the ISL provides additional funding for a budget year and is limited to an amount not exceeding ten percent [10%] of the regular program district cost (certified enrollment times the district cost per pupil). Monies received under the instructional support program may be used for any general fund purposes except they are not to supplant funds authorized to be received under dropout prevention, talented and gifted, the Physical Plant and Equipment fund levy, and the Management fund levy or to cover any deficiencies in funding for special education services.

Funding of the ISL can come from a combination of instructional support state aid, local property tax and income surtax. Currently 0% of the ISL comes from State sources, 100% from local tax support and 0% from income surtax. An ISL can be adopted by resolution of the local School Board, following a public hearing, for a period of time not to exceed five years. Certification of a School Board's intent to participate shall be made to the Iowa Department of Management by April 15th.

An ISL was first adopted in October 1995, by Board resolution, for a five-year period and was renewed in June 2000, March 2006, November 2010, December 2014 and March 2019. Implementing the ISL was recommended by the financial advisors of the Iowa Schools Cash Anticipation Program (ISCAP) and by consultants from the Iowa Department of Education and the Iowa Department of Management.

The current Waterloo ISL will expire at the end of the 2023-24 school year. If renewed, additional funding for the instructional support program for a budget year will be determined annually by the Board of Directors and will not exceed 10% of the regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year. The current ISL funding is critical to the goals of the District Strategic Plan which focuses on improving student achievement.

The instructional support program will be funded by instructional support state aid, if available, and instructional support property tax to be levied annually upon the taxable property within the school district.

It is important to note that originally the portion of the funding to be received in instructional support state aid and received from property tax was limited to the amount of instructional support state aid paid in fiscal year 1992-93. Since this amount has been insufficient to pay the instructional support state aid each year, the instructional support state aid had been prorated among all the school districts with instructional support programs and in 2012-13, the state eliminated instructional support state aid entirely. School districts are not allowed additional property tax or income surtax spending authority for the state shortfall. The current funding for ISL in 2022-23 by calculation should be \$7.9M. However, the state has over time reduced funds to 0% of original commitment. With this reduction from the state, the district currently receives \$4.9M in funding from the ISL.

PUBLIC HEARING

NOTICE OF CONSIDERATION OF PROPOSAL TO CONTINUE TO PARTICIPATE
IN THE INSTRUCTIONAL SUPPORT PROGRAM FOR THE
WATERLOO COMMUNITY SCHOOL DISTRICT

Notice is hereby given that the Board of Directors of the Waterloo Community School District in the County of Blackhawk, State of Iowa, will hold a hearing upon its resolution to consider continued participation in the Instructional Support Program. The hearing will be held in the Educational Service Center, Waterloo Community School District, Waterloo, Iowa on May 22, 2023, 5:00 o'clock P.M.

The Board of Directors is considering continued participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.27 for a period of five (5), commencing with the fiscal year ending June 30, 2025.

Additional funding for the Instructional Support Program for a budget year will be determined annually by the Board of Directors, and will not exceed ten percent (10%) or other amount determined by Board of the total regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year.

Moneys received by the District for the Instructional Support Program may be used for any general fund purpose.

The Instructional Support Program shall be funded by instructional support state aid and an instructional support property tax levied annually upon the taxable property within the School District commencing with the levy of property taxes for collection in the fiscal year ending June 30, 2025.

WATERLOO COMMUNITY SCHOOL DISTRICT

By: Pamela Arndorfer
Board Secretary

BOARD OF EDUCATION MEETING May 22, 2023

ISSUE: Board Celebration – School & Community Relations ISPRA Awards

CONTACT: Akwi Nji, Director of School & Community Relations
Katrina Hemann, Communications Specialist

ATTACHMENTS: None

BACKGROUND:

Congratulations to the School & Community Relations Department for winning 29 awards from the Iowa School Public Relations Association! On Thursday, April 13, 2023, the Iowa School Public Relations Association (ISPRA) held its award banquet in conjunction with its spring conference in Des Moines. There, the Waterloo Community School District was honored with 29 awards, including 6 Blue & Gold Awards, 20 Awards of Excellence, and 3 Awards of Merit.

Each year for the award ceremony, school districts across the state submit entries for their best communications and marketing efforts. Each entry is evaluated and scored by communication professionals in other state chapters of the National School Public Relations Association. Judges rate each of the submissions using a rating scale of 1-5 for design, quality, overall effect, clarity, and focus. After the scores are averaged, submissions with a score of 1-2 receive an Award of Merit, scores ranging from 3-4.9 receive an Award of Excellence, and submissions with a perfect score of 5 receive the top honor of the Blue & Gold Award recognizing the best of the best throughout the state of Iowa.

This year's awards include 6 perfect scores (a notable increase from 2 last year and 1 the previous year), 20 Awards of Excellence, and 3 Awards of Merit:

Blue & Gold Awards (6)

- Advertising - [Dr. Walter Cunningham School for Excellence #BeBold Campaign](#)
- Advertising - [School Logos Revamp](#)
- Brand/Image Package - [#BeBold Logo](#)
- Excellence in Writing - [Acknowledging and Acting on the Achievement Gap](#)
- E-Newsletter - [Staff E-Newsletter](#)
- Video (Short) - [Welcome Back Video](#)

Awards of Excellence (20)

- Advertising - [LifeLabs Mailer](#)
- Advertising - [MLK Ad](#)
- Advertising - [Obad #BeBold Radio & Courier Ad](#)
- Infographic - [Strategic Plan \(PACE\) Revamp](#)
- Photography - [Caizick #BeBold Photo](#)
- Photography - [Jade #BeBold Photo](#)
- Photography - [Kendyl #BeBold Photo](#)
- Photography - [Mrs. Evans #BeBold Photo](#)

- Photography - [Mrs. Greer #BeBold Photo](#)
- Photography - [Ta’Kari #BeBold Photo](#)
- Special Purpose - [Growing into Kindergarten](#)
- Social Media - [#BeBold Poster Collage](#)
- Social Media - [Coach Muhammad #BeBold Photo](#)
- Social Media - [Lincoln Elementary #BeBold Campaign](#)
- Social Media - [School Closing Post](#)
- Video (Long) - [Expo #BeBold Video](#)
- Video Series - [Becker Elementary](#)
- Video (Short) - [#BeBold Campaign Rollout Video](#)
- Video (Short) - [Lincoln Elementary #BeBold Video](#)
- Video (Short) - [Lou Henry #BeBold Video](#)

Awards of Merit (3)

- Advertising - [Human Resources Ad](#)
- Advertising - [New Hire Template](#)
- Video (Short) - [Hoover Middle School #BeBold Video](#)

FOR INFORMATION ONLY

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Presentation – School & Community Relations “Be Bold” Three-Year Communications Strategy

CONTACT: Akwi Nji, Director of School & Community Relations

ATTACHMENTS: Board Copy of Strategy

BACKGROUND:

At Waterloo Schools, we have faced many of the same challenges other urban districts in our state have faced: declining enrollment, staff and substitute shortages that impact morale, and increased complexities regarding the mental health of our students and staff. We have also faced challenges regarding public perception and have, in recent years, become perceived as a school district that is less safe and less desirable, in part due to our diversity, than surrounding districts.

At the same time, we have a large staff, family, and community population that is incredibly proud and supportive of our district.

In 2022, after emerging from the global pandemic, the Superintendent (guided by the Waterloo Schools board-supported Strategic Plan) charged the newly-hired School and Community Relations Director and her team with the task of designing a three-year campaign to unify our district; celebrate our diversity; amplify the proud voices of our students, families, and staff; and reclaim and advance our story in order to positively impact student enrollment, staff morale, and community support.

Launched in the fall of 2022, the Be Bold campaign is the catalytic bedrock of a three-year School and Community Relations initiative to honor who we have been and celebrate who we are. Most notably, it is also a potent call to action: Be Bold. *To improve our community by creating a safe, joyful, and academically rigorous experience that prepares students for a purposeful life after school, we must take bold action.*

This comprehensive campaign utilizes traditional, digital, and live media that defines “Bold” through the voices of our staff and students; illuminates evidence of how courageous, ambitious, outside-the-box thinking leads to student engagement and achievement in our district; and inspires trust and pride in Waterloo Schools.

This presentation serves as background on the plan and the goals for coming years.

FOR INFORMATION ONLY

**Minutes of the Board of Education
Waterloo Schools
County of Black Hawk, State of Iowa
May 8, 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, May 8, 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
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 5:04pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

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

Ms. Flynn stated that Exhibit D (*Board Celebration – School & Community Relations ISPRA Awards*) and Exhibit E (*Presentation – School & Community Relations “Be Bold” Three-Year Communications Strategy*) will be postponed to the May 22, 2023, Board Meeting.

V. Board Celebration – WCC Student Wins 2022 Congressional App Challenge

This item was presented as Information Only. Kyle Kuhlert, Web Programming & Cybersecurity Instructor, and Adrian Gomez, WCC student, provided information.

VI. Board Celebration – Teacher Appreciation Week

It was moved by Ms. Johnson and seconded by Mr. Williams that the Board of Education acknowledge May 8-12, 2023, as Teacher Appreciation Week in Waterloo Schools, celebrating all staff members for their hard work and dedication to our students. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. Motion carried 7-0.

VII. Board Celebration – School Board Recognition Month

This item was presented as Information Only. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information.

VIII. Board Celebration – School & Community Relations ISPRA Awards

This item has been postponed to the May 22, 2023, Board Meeting.

IX. Presentation – School & Community Relations “Be Bold” Three-Year Communications Strategy

This item has been postponed to the May 22, 2023, Board Meeting.

X. Information from Individuals and Delegations

- Roshawn Berry, 1545 Audubon Drive, Waterloo, shared his concerns regarding the social-emotional health of students and staff, how we as a District support those with SEL needs, and concerns on how students with IEPs and 504 plans are supported

XI. Consent Agenda

It was moved by Mr. Knight and seconded by Ms. Mills that the Board of Education approve the consent agenda as revised. Motion carried 7-0. The following items were approved:

- Minutes of the April 24, 2023 Regular Board Meeting
- Bills Due & Payable and Bills Paid Between Board Meetings
- Central Middle School Remodel / Waterloo Career Center Expansion Project – Change Order #014

Exhibit G: 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. Motion carried 5-1-1; Mr. Williams voted nay; Ms. Mills abstained.

XII. West High Varsity and JV Football Camp in 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, IL, to attend the 7-on-7 football camp located at Northern Illinois University from June 10-11, 2023. Lonnie Moore, West High Football Coach, provided information. Motion carried 7-0.

XIII. Instructional Support Program – Set Publication and Public Hearing

It was moved by Mr. Knight and seconded by Mr. Schmitt that the Board of Education approve the following resolution to participate in the instructional support program for the Waterloo Community Schools and to give notice thereof and set a public hearing for May 22, 2023. Michael Coughlin, Chief Financial Officer, provided information. Motion carried 7-0.

**RESOLUTION
to Consider Continued Participation
in the Instructional Support Program**

WHEREAS, the Board of Directors has approved a five (5) year finance plan, which anticipates the level of funding that will be possible to continue the current level of services and to fund the ongoing programs of the School District; and

WHEREAS, the Board of Directors wishes to consider continued participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.27; and

WHEREAS, the authorization for the Instructional Support Program will expire on June 30, 2029; and

WHEREAS, this resolution sets forth the proposal of the Board of Directors, including the method that will be used to fund the program; and

WHEREAS, notice of the time and place of a public hearing must be published:

NOW, THEREFORE, it is resolved:

1. The Board of Directors wishes to consider continued participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.27, for a period of five (5) years, commencing the fiscal year ending June 30, 2025.

2. The additional funding for the Instructional Support Program for a budget year shall be determined annually, and shall not exceed ten percent (10%) or other amount determined by Board of the total regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year.

3. Moneys received by the District for the Instructional Support Program may be used for any general fund purpose.

4. The Instructional Support Program shall be funded by instructional support state aid and an instructional support property tax levied annually upon the taxable property within the School District commencing with the levy of property taxes for collection in the fiscal year ending June 30, 2025.

5. The Secretary is authorized and directed to give notice of a public hearing to be held in the Educational Service Center, Waterloo Community School District, Waterloo, Iowa on May 22, 2023, 5:00 o'clock P.M.

6. Following the public hearing the Board intends to take action on the question whether to consider continued participation in the Instructional Support Program.

XIV. Resolution – Director District Boundaries

It was moved by Ms. Johnson and seconded by Mr. Knight that the Board of Education approve the attached resolution approving the revised Director District boundaries, outlined on the attached map and written description, effective July 1, 2023. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. Motion carried 7-0 on a roll call vote.

RESOLUTION

WHEREAS, the Code of Iowa requires that the director districts of the Waterloo Community School District be reviewed following each federal decennial census and redrawn if necessary so that representation from each director district is as nearly equal as practicable; and

WHEREAS, Mapping Strategies, of Des Moines, Iowa, has provided a map of director districts that conform to all requirements as dictated by the Code of Iowa and the Iowa Secretary of State, indicating that the population of each district after the 2020

census is: Director District 1: 18,688; Director District 2: 19,552; Director District 3: 18,685; Director District 4: 19,556.

NOW, THEREFORE, it is resolved that the Board of Directors of the Waterloo Community School District accepts and adopts the redrawn director districts as indicated by the attached map and property description provided by Mapping Strategies, of Des Moines, Iowa, that sets the boundaries of Director District 1 with a population of 18,688; Director District 2 with a population of 19,552; Director District 3 with a population of 18,685; and Director District 4 with a population of 19,556, all as set forth on the map and property description attached to this resolution, to become effective July 1, 2023, for school elections following said date.

The appropriate officials of the Waterloo Community School District are authorized and directed to make all certifications and submit any and all information as required by law regarding this Resolution and all actions included therein.

Dated this 8th day of May, 2023
Sue Flynn, President

Waterloo CSD Written Description of Director Districts

Director District 1:

- The part of “Cedar/Poyner 2/Gilbertville” Precinct north of the Cedar River, including Gilbertville.
- All of the School district territory in “Poyner 1/East Waterloo/Raymond/Fox/Jesup” Precinct, which includes the City of Raymond.
- The entirety of the following: “Elk Run Heights” Precinct; the City of Evansdale; Ward 4 Precinct 4; Ward 4 Precinct 6; Ward 4 Precinct 5; Ward 4 Precinct 2; and Ward 3, Precinct 3.
- The part of Ward 4, Precinct 1 that is east of Idaho Street and south of E. Donald St. and east of Moline Road and north of E Donald St.

Director District 2:

- The entirety of the following precincts: Ward 1 Precinct 3; Ward 5 Precinct 2; Ward 5 Precinct 3; Ward 5 Precinct 4; Ward 5 Precinct 5; Ward 2 Precinct 2; and Ward 2 Precinct 3.
- Ward 2 Precinct 8 north of E SAN MARNAN DR.
- Ward 2 Precinct 1 east of Kimball Ave.
- The south-central corner of Ward 3 Precinct 6 southeast of W 3rd Street and southwest of Wellington St.
- The farthest west corner of Ward 5 Precinct 1 south of W 5th St, southeast of where Wellington St would bisect W 5th St, if it were not a limited access road, northwest of west 6th, southwest of Grant Ave, and northwest of W 7th St.
- Ward 5 Precinct 1 one triangular block southwest of Johnson St.

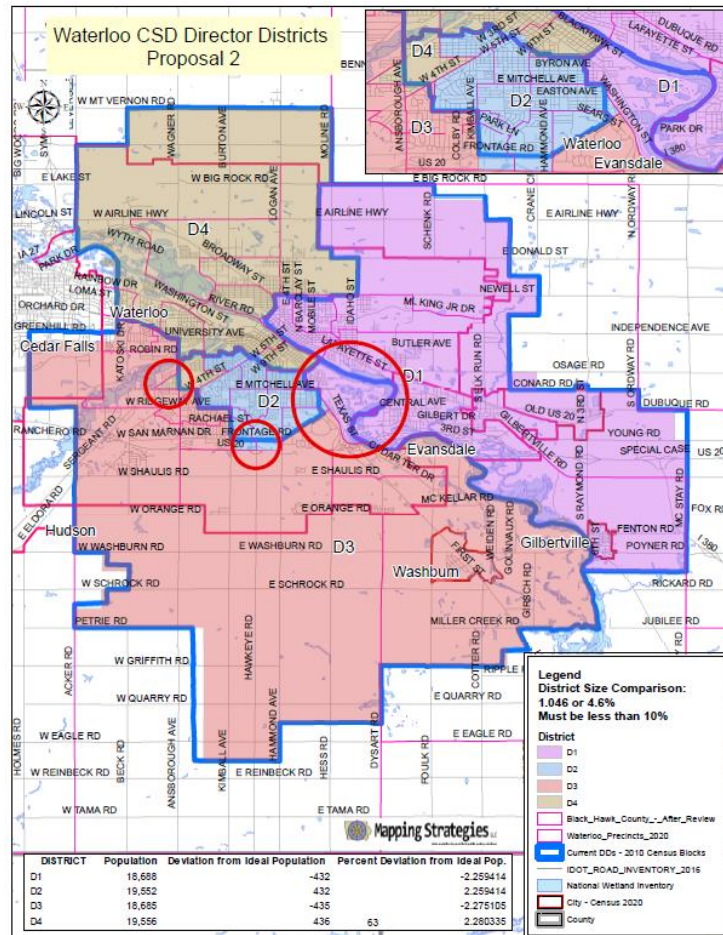
Director District 3:

- All of the School district territory in: Ward 1, Precinct 6; the City Limits of Cedar Falls; Ward 1 Precinct 2; and “Eagle / Orange” Precinct.

- The part of “Cedar/Poyner 2/Gilbertville” Precinct south of the Cedar River, including Washburn.
- The entirety of the following precincts: Ward 1 Precinct 4; Ward 5 Precinct 6; Ward 2 Precinct 5; and Ward 2 Precinct 6.
- Ward 2 Precinct 8 south of E SAN MARNAN DR.
- Ward 2, Precinct 1 west of Kimball Ave.

Director District 4:

- All of the School district territory in: “Mt. Vernon” Precinct; Ward 3 Precinct 1; and Ward 1 Precinct 1.
- The entirety of the following precincts: Ward 3 Precinct 5; Ward 1 Precinct 5; Ward 3 Precinct 4; Ward 3 Precinct 3; and Ward 3 Precinct 2.
- Ward 5 Precinct 1 excluding the following two territories: 1) The farthest west corner of Ward 5 Precinct 1 south of W 5th St, southeast of where Wellington St would bisect W 5th St, if it were not a limited access road, northwest of west 6th, southwest of Grant Ave, and northwest of W 7th St. 2) Ward 5 Precinct 1 one triangular block southwest of Johnson St.
- Ward 3 Precinct 6 excluding the south-central corner of Ward 3 Precinct 6 southeast of W 3rd Street and southwest of Wellington St.
- The part of Ward 4, Precinct 1 that is west of Idaho Street and south of E. Donald St. and west of Moline Road and north of E Donald St.



XV. Board Policy Changes – Second Reading

It was moved by Ms. Johnson and seconded by Ms. Mills that the Board approve the following policies: *School Board Elections*, *Legal Counsel*, and *School Board Association Memberships*, and approve the deletion of *Probation*. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. Motion carried 7-0.

XVI. Separation Agreement

It was moved by Ms. Mills and seconded by Ms. Johnson that the Board of Education approve the Separation Agreement and authorize the Board President to sign such agreement. Motion carried 7-0.

XVII. Superintendent’s Report

- Summer School Update
 - Elementary: July 24-August 10 (Mon-Thurs), 8am-12:30pm, at Cunningham SFE and Kittrell Elementary, serving 400+ students
 - Middle School: June 12-29, July 10-27 (Mon-Thurs), 8am-12pm, at Hoover Middle, serving approximately 275 students
 - High School: June 5-30, July 10-Aug 11 (Mon-Fri), 8am-12pm, at East High, West High, and Expo, serving approximately 500 students
 - Extended Year: July 24-August 10, 8am-12:30pm, at Lou Henry (grades PK-5) and Hoover Middle (grades 6-12), serving 200+ students

XVIII. Information from Board Members

Each board member was given the opportunity to comment.

XIX. 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 6:19pm.

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 8, 2023, Regular Board meeting.”

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Personnel Appointments and Adjustments

CONTACT: Anthony Spurgetis, Chief Human Resources & Equity Officer

ATTACHMENTS: Routine Personnel Appointments

BACKGROUND:

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

THE SUPERINTENDENT’S RECOMMENDATION IS:

“the Board of Education approve the personnel items as listed.”

BOARD OF EDUCATION MEETING
May 22, 2023

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

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
May 22, 2023

ISSUE: Joint Education Service Agreement between Hawkeye Community College and Waterloo Community School District

CONTACT: Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

ATTACHMENTS: Joint Service Agreement between HCC and WCSD
 Joint Service Agreement – Appendix A

BACKGROUND:

WHEREAS, pursuant to authority granted in Chapter 28E of the Iowa Code, the Waterloo Community School District (the “School District”) wishes to provide certain of its students the opportunity to receive instruction in certain academic courses (collectively the “Courses” or individually a “Course”) in collaboration with Hawkeye Community College (Merged Area VII) (“Hawkeye”) pursuant to this Joint Education Services Agreement (the “Agreement”) for the 2022-2023 academic year;

THEREFORE, the parties, for mutual consideration and benefits, agree to provide joint services on the terms and conditions hereinafter set forth.

Hawkeye Community College courses (called concurrent) are offered at East, West, the Waterloo Career Center, and Lowell Early Childhood Center locations.

THE SUPERINTENDENT’S RECOMMENDATION IS:

“the Board of Education approves the Joint Education Service Agreement for the summer 2023 and fall 2023 - 24 SY.”

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Board Meeting Dates

CONTACT: Pam Arndorfer, Assistant to the Superintendent/Board Secretary

ATTACHMENTS: None

BACKGROUND:

Board policy calls for regular board meetings to be held on the second and fourth Mondays of the month, unless an alternate schedule is approved. It is proposed that the scheduled of board meetings through July 2024 is as follows:

Monday, May 22, 2023	5:00pm	Regular Board Meeting
Monday, June 12, 2023	5:00pm	Regular Board Meeting
Monday, June 26, 2023	No Meeting	Summer Schedule
Monday, July 10, 2023	5:00pm	Regular Board Meeting
Monday, July 24, 2023	No Meeting	Summer Schedule
Monday, August 14, 2023	5:00pm	Regular Board Meeting
Monday, August 28, 2023	5:00pm	Regular Board Meeting
Monday, September 11, 2023	5:00pm	Regular Board Meeting
Monday, September 25, 2023	5:00pm	Regular Board Meeting
Monday, October 9, 2023	5:00pm	Regular Board Meeting
Monday, October 23, 2023	5:00pm	Regular Board Meeting
Monday, November 13, 2023	5:00pm	Regular Board Meeting
Monday, November 27, 2023	No Meeting	Holiday Schedule
Monday, December 11, 2023	5:00pm	Regular Board Meeting
Monday, December 25, 2023	No Meeting	Christmas Day
Monday, January 8, 2024	5:00pm	Regular Board Meeting
Monday, January 22, 2024	5:00pm	Regular Board Meeting
Monday, February 12, 2024	5:00pm	Regular Board Meeting
Monday, February 26, 2024	5:00pm	Regular Board Meeting
Monday, March 11, 2024	No Meeting	Spring Break Week
Monday, March 25, 2024	5:00pm	Regular Board Meeting
Monday, April 8, 2024	5:00pm	Regular Board Meeting
Monday, April 22, 2024	5:00pm	Regular Board Meeting
Monday, May 13, 2024	5:00pm	Regular Board Meeting
Monday, May 27, 2024	No Meeting	Memorial Day
Monday, June 10, 2024	5:00pm	Regular Board Meeting
Monday, June 24, 2024	No Meeting	Summer Schedule
Monday, July 8, 2024	5:00pm	Regular Board Meeting
Monday, July 22, 2024	No Meeting	Summer Schedule

THE SUPERINTENDENT’S RECOMMENDATION IS:

“that the Board of Education hold their regularly scheduled meetings as presented.”

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Curriculum Adoption for Waterloo K-12 Physical Education

CONTACT: Travis Gratteau-Zinnel, Instructional Coach for Fine Arts
 Ryan Christoffer, Elementary Curriculum Coordinator
 Sherice Ortman, Secondary Curriculum Coordinator

ATTACHMENTS: Provided at Meeting

BACKGROUND:

Borrowing from the national physical and health education organization SHAPE, the State of Iowa adopted five universal standards for all physical education students to achieve throughout their time in K-12 education. This new standards adoption timed perfectly with the Waterloo Schools' physical education's curriculum review and adoption cycle. This is the first time since 2014 that physical education has been reviewed.

Our process, starting in the 21-22 school year, guided all teachers through a review of what skills and activities they currently teach and how they meet the state adopted standards. After further unpacking, teams of elementary and secondary physical education sought to revamp respective courses and adopt the curricula presented today.

After two company presentations, the elementary physical education teachers decided to continue with the updated edition of SPARK, a K-2 and 3-6 curriculum that addresses all standards with a teacher friendly application used for assessment, demonstrations of skills taught, and more. This package comes with professional development for a strong implementation for the 2023-2024 school year.

Unfortunately, finding an already packaged curriculum is a challenge in secondary settings, as there are none that solely address physical education standards. This challenge was taken on by our team to ensure that the five universal standards are met through various activities ranging from individual activities to team sports and cultural events that address physical activity beyond the 6-12 experience.

The totals below reflect total non-consumable and curricular needs.

Total Expenses by Building Type	
Elementary	\$190,544.15
Secondary (6-12)	\$201,650.00

The staff is recommending adoption for 2023-2024 school year.

THE SUPERINTENDENT’S RECOMMENDATION IS:

“the Board of Education approve the K-12 Physical Education curriculum adoption at a total cost of \$392,194.15 beginning with the 2023-2024 school year as presented.”

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: IXL Learn Adoption for Secondary ELA and Math Classrooms

CONTACT: Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

ATTACHMENTS: Quote

BACKGROUND:

Secondary math and ELA focused on standards-based grading this year. As a result, we found students had unfinished learning. To fully understand standards gaps, we piloted a diagnostic tool called IXL. Secondary does not have a diagnostic tool to determine where students' learning finished, and IXL provided great data on where the learning gaps occurred.

The digital platform is aligned with both the math and ELA curriculum, and allows teachers to use it to support skills gaps. IXL combines a comprehensive 6-12 curriculum, the Real-Time Diagnostic, personalized guidance, and actionable analytics to give you everything you need to personalize instruction and help students progress faster.

Following the pilot, gains in student use and achievement became evident. The goal is to purchase IXL Learning and integrate use into math and ELA diagnostic use, skills practice, and recovery of unfinished learning to increase student achievement.

THE SUPERINTENDENT'S RECOMMENDATION IS:

“the Board of Education approves the purchase of IXL Learning at the cost of \$98,645.00.”

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Instructional Support Program

CONTACT: Michael Coughlin, Chief Financial Officer

ATTACHMENTS: Resolution to Consider Continued Participation in the Instructional Support Program

BACKGROUND:

An Instructional Support Levy (ISL) is allowed under the Iowa Code sections 257.18-257.27. In summary the ISL provides additional funding for a budget year and is limited to an amount not exceeding ten percent of the regular program district cost (certified enrollment times the district cost per pupil). Monies received under the instructional support program may be used for any general fund purposes except they are not to supplant funds authorized to be received under dropout prevention, talented and gifted, the Physical Plant and Equipment fund levy, and the Management fund levy or to cover any deficiencies in funding for special education services.

Funding of the ISL can come from a combination of instructional support state aid, local property tax and income surtax. Currently 0% of the ISL comes from State sources, 100% from local tax support and 0% from income surtax. An ISL can be adopted by resolution of the local School Board, following a public hearing, for a period of time not to exceed five years. Certification of a School Board's intent to participate shall be made to the Iowa Department of Management by April 15th.

An ISL was first adopted in October 1995, by Board resolution, for a five-year period and was renewed in June 2000, March 2006, November 2010, December 2014 and March 2019. Implementing the ISL was recommended by the financial advisors of the Iowa Schools Cash Anticipation Program (ISCAP) and by consultants from the Iowa Department of Education and the Iowa Department of Management.

The current Waterloo ISL will expire at the end of the 2023-24 school year. If renewed, additional funding for the instructional support program for a budget year will be determined annually by the Board of Directors and will not exceed 10% of the regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year. The current ISL funding is critical to the goals of the District Strategic Plan which focuses on improving student achievement.

The instructional support program will be funded by instructional support state aid, if available, and instructional support property tax to be levied annually upon the taxable property within the school district. The new instructional support program period will begin with 2024-25 fiscal year and be effective through the 2028-29 fiscal year.

It is important to note that originally the portion of the funding to be received in instructional support state aid and received from property tax was limited to the amount of instructional support state aid paid in fiscal year 1992-93. Since this amount has been insufficient to pay the instructional support state aid each year, the instructional support state aid had been prorated among all the school districts with instructional support programs and in 2012-13, the state eliminated instructional support state aid entirely. School districts are not allowed additional property tax or income surtax spending authority for the state shortfall. The current funding for ISL in 2022-23 by calculation should be \$7.9M. However, the state has over time reduced funds to 0% of original commitment. With this reduction from the state, the district currently receives \$4.9M in funding from the ISL.

Roll call vote is required.

THE SUPERINTENDENT’S RECOMMENDATION IS:

“the Board of Education approve the following resolution to participate in the instructional support program for the Waterloo Community School to be in effect from 2024-25 fiscal year through 2028-29 fiscal year.”

RESOLUTION TO PARTICIPATE IN THE INSTRUCTIONAL SUPPORT PROGRAM

WHEREAS, the Board of Directors has approved a five (5) year finance plan, which anticipates the level of funding that will be possible to continue the current level of services and to fund the ongoing programs of the School District; and

WHEREAS, the Board of Directors has given consideration to continue participation in the Instructional Support Program as provided in Iowa Code sections 257.18 through 257.21; and

WHEREAS, the Board has published notice of the time and place of a public hearing on the resolution; and

WHEREAS, a hearing has been held upon the proposal to continue to participate in the Instructional Support Program and any objections are overruled:

NOW, THEREFORE, IT IS RESOLVED:

1. The Board of Directors determines that it is consistent with the five (5) year finance plan to fund the ongoing programs and services of the School District and it is in the best interest of the School District to participate in an Instructional Support Program as provided in Iowa Code sections 257.18 through 257.21, and to provide additional funding therefor for a period of five (5) years commencing the fiscal year ending June 30, 2025.

2. The additional funding for the Instructional Support Program for a budget year will be determined annually, and will not exceed ten percent (10%) of the total regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment for the budget year.

3. Moneys received by the District for the Instructional Support Program may be used for any general fund purpose.

4. The Instructional Support Program shall be funded by instructional support state aid and an instructional support property tax levied annually upon the taxable property within the School District commencing with the levy of property taxes for collection in the fiscal year ending June 30, 2025.

5. Unless, within twenty-eight days following the adoption of this resolution, the Secretary of the Board receives a petition containing the signatures of eligible electors equal in number to not less than one hundred or thirty percent of the number of voters at the last preceding regular school election, whichever is greater, asking that an election be called to approve or disapprove this action of the Board adopting the Instructional Support Program, this action of the Board is final and the Secretary is authorized and directed to certify a copy of this resolution to the Department of Management.

In the event a petition containing the required number of signatures is filed with the Secretary of the Board within twenty-eight days of the adoption of this resolution, the President

shall call a meeting of the Board to consider rescission of this resolution, or to direct the county commissioner of elections to submit the following question to the qualified electors of the School District at a special election.

If the Board determines to submit the question to the electors, the proposition to be submitted shall be as follows:

Shall the Board of Directors of the Waterloo Community School District in the County of Blackhawk, State of Iowa, be authorized for a period of five (5) years to levy and impose an instructional support tax in an amount (after taking into consideration instructional support state aid) of not exceeding ten percent (10%) of the total of regular program district cost for the budget year and moneys received under Iowa Code section 257.14 as a budget adjustment in the budget year, and be authorized annually, as determined by the Board, to levy an instructional support property tax upon all the taxable property within the School District commencing with the levy of property taxes for collection in the fiscal year ending June 30, 2025, to be used to for any general fund purpose.

BOARD OF EDUCATION MEETING
May 22, 2023

ISSUE: Administrator and Administrative Support Salaries for 2023-2024

CONTACT: Dr. Jared Smith, Superintendent
Anthony Spurgetis, Chief Human Resources & Equity Officer
Michael Coughlin, Chief Financial Officer

ATTACHMENTS: None

BACKGROUND:

The Board of Education approves salaries for all employee groups. The administrator and administrative support salary and benefit packages have been examined for internal and external comparability.

Administrative Support

The administrative support group will receive an average salary increase of 3.24% for the 2023-2024 school year.

Administrators

The administrator group will receive an average salary increase of 3.24% for the 2023-2024 school year.

THE SUPERINTENDENT'S RECOMMENDATION IS:

“the Board of Education approve the proposed salary increases for employees in the administrator and administrative support groups for the 2023-2024 school year.”



May 22	Board of Education Meeting	5:00pm
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High School Graduation Ceremonies

May 23, 6:00pm – East High @ McLeod Center

May 24, 6:00pm – Expo ALC @ Expo

May 25, 6:00pm – West High @ McLeod Center

May 29	Memorial Day / All buildings and offices closed	
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June 1	Last Day of School	
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June 12	Board of Education Meeting	5:00pm
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July 10	Board of Education Meeting	5:00pm
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