



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

BE BOLD

MEETING

Board of Education

MAY 13, 2024
5:00 PM

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



2023-2024



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

Attendance: Student chronic absenteeism will decrease by 10% by the end of the 2023-24 school year.











Climate: Staff climate will improve by 10% by the end of the 2023-24 school year.

Achievement: Student achievement in ELA and Math will increase by 10% by the end of the 2023-24 school year.







WE INSPIRE STUDENTS TO BE BOLD

AGENDA

I. Call to Order	
II. Moment of Silence	
III. Pledge of Allegiance	
IV. Mission Statement	
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.	
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V. School Presentation: Kittrell Elementary

Contact Person

Audrey Wallican-Green, Principal, Kittrell Elementary
Pam Arndorfer, Assistant to the Superintendent / Board Secretary

Details

Throughout the 2023-2024 school year, we will hear about the many amazing things happening in each of our buildings. Administrators from each school were provided with a list of school board meeting dates and were asked to sign up for a night to present. Two slots were provided for each board meeting.

In tonight's first presentation we will hear from Audrey Wallican-Green, Kittrell Elementary principal, and her team as they share an update on their School Improvement Plan (SIP).

FOR INFORMATION ONLY

VI. School Presentation: Highland Elementary

Contact Person

Matt Willand, Principal, Highland Elementary
Pam Arndorfer, Assistant to the Superintendent / Board Secretary

Details

Throughout the 2023-2024 school year, we will hear about the many amazing things happening in each of our buildings. Administrators from each school were provided with a list of school board meeting dates and were asked to sign up for a night to present. Two slots were provided for each board meeting.

In tonight's second presentation, Highland Elementary literacy coach, Stephanie Grund, along with Highland teachers, will talk about their reading program, "UFLI".

FOR INFORMATION ONLY

VII. Board Celebration: Waterloo Schools Athletics

Contact Person

Dan Huff, District Athletics & Activities Director
Tim Moses, East High Athletic Director
Tom Ulses, West High Athletic Director




Details

Waterloo Schools athletic teams have had a very successful winter season. The following teams and individuals will be recognized at Monday's board meeting.

- Waterloo Schools graduates who were inducted into various 2023-2024 Hall of Fames
- East High Wrestling Coach, Chris Tims, named IHSADA Northeast Iowa District Coach of the Year
- East High Junior, Siyanna Cody, selected to the IGHSAU Student Advisory Committee
- West High State Championship Boys Bowling Team
- West High Girls Basketball Team and Staff For Life Saving Action

FOR INFORMATION ONLY

Supporting Documents

-  WCSD 2023-24 Hall of Fame Recipients
-  Bowling 2024 and 2023 State Champions West High
-  West High Girls BBall Life Saver Award

2023-2024 Waterloo Schools Graduates and Hall of Fame Inductees



KENT McCAUSLAND, Waterloo, West, 1994

IHSAA Basketball Hall of Fame - 2024

Kent McCausland was an elite prep shooter who led West to the Class 4A state tournament in 1994, its most recent appearance. He averaged 17 points, five rebounds and five assists per game as a senior, earning all-state honors on top of two MVC all-conference awards. The son of Linda and Mac McCausland, who served as the voice of the Iowa Hawkeyes in the 1980s and 1990s, he shined on an AAU roster featuring Klay Edwards, Raef LaFrentz, and Ryan Bowen.

McCausland went on to become a three-year starter at Iowa and led the NCAA in 3-point percentage in 1998-99 at 52.2 percent. In 1999, he was the leading scorer for a Sweet 16 squad and is the program's all-time leader in 3-point shooting percentage. McCausland works as a partner at PDCM Insurance in Waterloo, where he also serves on boards for the Boys and Girls Clubs of the Cedar Valley, the national University of Iowa I-Club, and the Iowa Chapter of the American Cancer Society.



Mike Allen, Waterloo East, 1968

Iowa Wrestling Hall of Fame - 2024

Mike Allen of Waterloo is being inducted into the Iowa Wrestling Hall of Fame after a 35-year officiating career. The first African American to officiate in the Iowa state tournament, Allen has officiated at 20 Iowa High School Championships. He was voted Iowa Wrestling Official of the Year in 1980, 1987, and 1992 along with being named to the Iowa State Officials Hall of Fame in 2003.

Allen has officiated 23 NCAA Championships and was the first official to work the NAIA, NJCCA and all three NCAA national tournaments in the same year.

Allen grappled on the mats of the Ellsworth Community College and the University of Northern Iowa where he clinched a conference championship in the 190-pound weight class. Notably, he also excelled as an all-conference football player.

Mike has been inducted into many Halls of Fame: The East High School Hall of Fame, The East High Ring of Honor Football Hall of Fame, The Ellsworth Football Hall of Fame, The Midlands Hall of Fame, The Glen Brand Wrestling Hall of Fame, The FILA International Wrestling Hall of Fame, The Iowa Wrestling Official Hall of Fame, The Iowa African American Hall of Fame, Iowa Chapter of the National Wrestling Hall of Fame and the National Wrestling Hall of Fame as a Meritorious Official.



Gene Luttrell - Waterloo West, 1955

National Wrestling Hall of Fame - Iowa Chapter Lifetime Service Award - 2023

Gene Luttrell was a successful high school wrestler at Waterloo West High School under legendary Coach Bob Siddens, as a two time State Qualifier and member of the 1955 State Championship Team. Mr. Luttrell continued his competitive wrestling career at the University of Iowa where he became a two time Big Ten Champion.

After college, Mr. Luttrell began a successful 25-year coaching career including stints as the head coach at Jesup, New Hampton, Marshalltown and Waterloo Central. His 1963 New Hampton team captured the State Championship. During his coaching career, he coached 10 state champions, 10 runner-ups, and 14 other top-four place winners.

In addition to his outstanding coaching career, Mr. Luttrell served the sport of wrestling as a high school and collegiate official. He officiated at the IHSAA State Wrestling Tournament 23 times. He has been credited with mentoring and supporting Mike Allen, who was an assistant coach for Mr. Luttrell at Waterloo Central and also became a Hall of Fame wrestling official.



WEST HIGH BOYS BOWLING ROLLS TO BACK-TO-BACK STATE CHAMPIONSHIP VICTORIES!



Presented By
IOWA HIGH SCHOOL ATHLETIC ASSOCIATION AND
TITLE SPONSOR IOWA FARM BUREAU

2023 Class 3A
STATE BOWLING CHAMPION
Waterloo West High School

Front Row (L-R): Drew Britson, Brady Steere, Tayvon Homolar, Ben Geer.
Back Row: Coach Kaylene Orr, Coach Ken Ruddy, Dakotah Reiss, Nicholas Tharp, Jake Melcher, Coach Brandon Steen.

2023 CLASS 3A

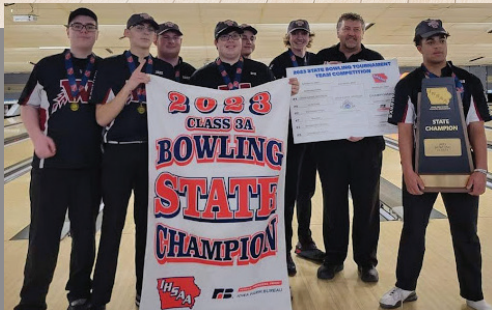


Presented By
IOWA HIGH SCHOOL ATHLETIC ASSOCIATION AND
TITLE SPONSOR IOWA FARM BUREAU

2024 Class 3A
STATE BOWLING CHAMPION
Waterloo West High School

Front Row (L-R): Drew Britson, Tayvon Homolar, Rush Steen.
Back Row: Asst. Coach Kaylene Orr, Head Coach Brandon Steen, Jake Melcher, Aiden Berry, Ben Geer, Nicholas Tharp, Asst. Coach Ken Ruddy.

2024 CLASS 3A



2023 CLASS 3A



2024 CLASS 3A



Life Saving Award

Presented To

THE WEST HIGH GIRLS BASKETBALL COACHES AND TEAM

In recognition of the heroic life saving actions that were performed on behalf of Dr. Anthony Pappas at the Wahawk basketball practice on Thursday, January 2, 2024.



WATERLOO SCHOOLS BOARD OF DIRECTORS

May 13, 2024

VIII. Board Celebration: Teacher Appreciation Week

Recommendation

The Superintendent's recommendation is that the Board of Education acknowledge May 6-10, 2024, as Teacher Appreciation Week in Waterloo Schools, celebrating all staff members for their hard work and dedication to our students.

Contact Person

Pam Arndorfer, Assistant to the Superintendent / Board Secretary
Emily Frederick, Director of School & Community Relations

Details

Teacher Appreciation Week was this past week, May 6-10, 2024. Each year during this special week, we honor all of our employees and acknowledge the important role each plays as a member of the District's educational team.

As in previous years, each of our schools' media centers will receive a new book as a symbol of our gratitude and a lasting tribute to our staff's commitment to students.

- Pre-K and Elementary buildings will receive **BIG**, written and illustrated by Vashti Harrison. **BIG** is winner of the 2024 Caldecott Medal, is a Coretta Scott King Award Author and Illustrator Honor book, a National Book Award finalist and a *New York Times* bestseller.

Once there was a girl. She had a big laugh and a big heart and very big dreams.

And it was good...until it wasn't.

The first picture book written and illustrated by award-winning and bestselling creator Vashti Harrison traces a child's journey to self-love and shows the power of words to both hurt and heal. With spare text and exquisite illustrations, this emotional exploration of being big in a world that prizes small is a tender portrayal of how you can stand out and feel invisible at the same time.

- Middle School buildings will receive *The Eyes and the Impossible*, written by Dave Eggers. *The Eyes and the Impossible* is a 2024 John Newbery Medal winner and a *New York Times* bestseller.

Johannes, a free dog, lives in an urban park by the sea. His job is to be the Eyes—to see everything that happens within the park and report back to the park's elders, three ancient Bison. His friends—a seagull, a raccoon, a squirrel, and a pelican—work with him as the Assistant Eyes, observing the humans and other animals who share the park and making sure the Equilibrium is in balance.

But changes are afoot. More humans, including Trouble Travelers, arrive in the park. A new building, containing mysterious and hypnotic rectangles, goes up. And then there are the goats—an actual boatload of goats—who appear, along with a shocking revelation that changes Johannes's

view of the world.

*A story about friendship, beauty, liberation, and running very, very fast, **The Eyes & the Impossible** will make readers of all ages see the world around them in a wholly new way.*

- High School buildings will receive *Where You See Yourself*, by Claire Forrest, a Schneider Family Book Award Honor Book.

What does it take to follow your dreams? **Where You See Yourself** is a relatable, romantic, and necessary story about a girl who has to figure out what--and who--will bring her the happiness she deserves.

By the time Effie Galanos starts her senior year, it feels like she's already been thinking about college applications for an eternity—after all, finding a college that will be the perfect fit and be accessible enough for Effie to navigate in her wheelchair presents a ton of considerations that her friends don't have to worry about.

What Effie hasn't told anyone is that she already knows exactly what school she has her heart set on: a college in NYC with a major in Mass Media & Society that will set her up perfectly for her dream job in digital media. She's never been to New York, but paging through the brochure, she can picture the person she'll be there, far from the Minneapolis neighborhood where she's lived her entire life. When she finds out that Wilder (her longtime crush) is applying there too, it seems like one more sign from the universe that it's the right place for her.

But it turns out that the universe is full of surprises. As Effie navigates her way through a year of admissions visits, senior class traditions, internal and external ableism, and a lot of firsts--and lasts--she starts to learn that sometimes growing up means being open to a world of possibilities you never even dreamed of. And maybe being more than just friends with Wilder is one of those dreams...

In addition to Teacher Appreciation Week, employee groups are acknowledged in various ways throughout the year.

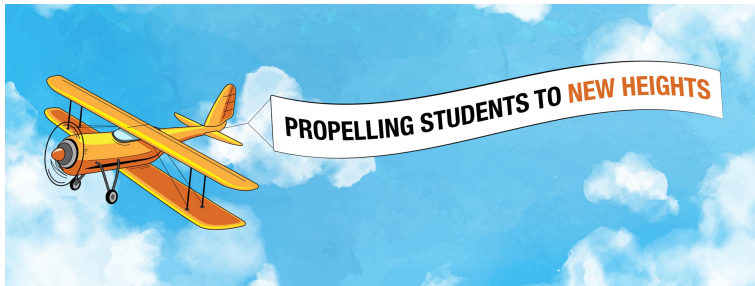
IX. Board Celebration - School Board Recognition Month

Contact Person

Pam Arndorfer, Assistant to the Superintendent / Board Secretary
Emily Frederick, Director of School & Community Relations

Details

During the month of May school districts across the state of Iowa celebrate School Board Recognition month. The theme for 2024 is "Propelling Students to New Heights."



School board members contribute thousands of hours each year leading their districts. Whether it be crafting policies, hiring staff, advocating with legislators, or spending time in the buildings, board members always keep their eyes on the goal of student achievement. The time spent in board meetings represents just a small fraction of the many, many hours school board members spend leading in their districts. They engage in training opportunities to keep current on the latest trends in educational leadership; are deeply involved in community and school activities; and they create, read and study reports, agendas, proposals and other information to guide difficult decisions. Board members act as a team reaching toward a universal goal – helping students achieve their full potential.

At this time we would like to take the opportunity to thank the seven men and women who voluntarily give of their time and talents to govern the Waterloo Schools.

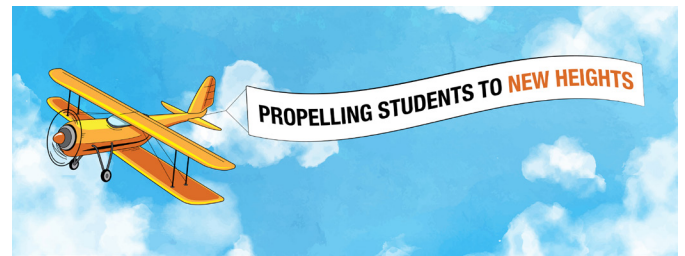
- Astor Williams has been a board member for 7 years and is currently in his 1st year as board president
- Lyle Schmitt is our longest-serving board member at 31 years, currently serving as vice president of the board
- Jesse Knight has been a board member for 9 years
- Stacie Mills has been a board member for 5 years
- Janelle Ewing has been a board member for 2 years
- Jonathan Cox is in his first year serving on the board
- Krystal Madlock is in her first year serving on the board

The board celebrated early with breakfast catered by the WCC Culinary students and a student panel at the Waterloo Career Center in April.

FOR INFORMATION ONLY

Supporting Documents

 [Fun Facts About School Boards](#)

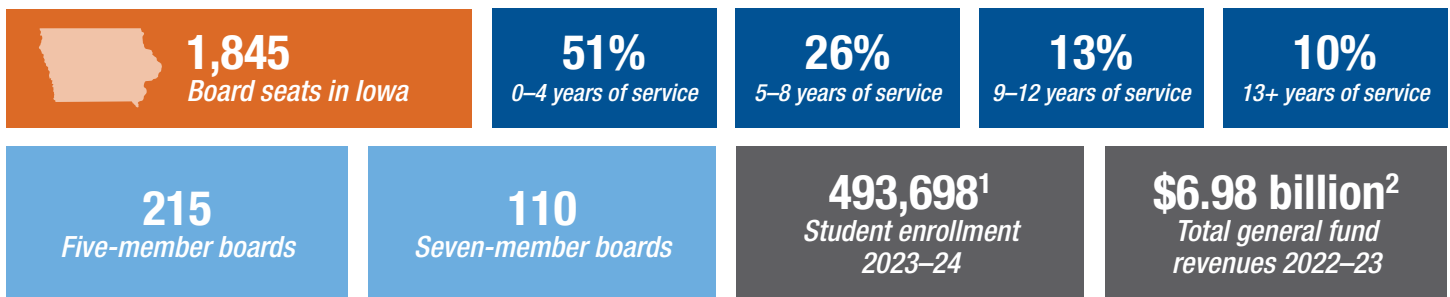


Facts About Iowa School Boards

Board members are locally elected public officials entrusted with the task of providing direction for the education of students—our future leaders. Iowa school board members represent a continuing commitment to local citizen decision making in public education. School board board members do not receive compensation for their service.

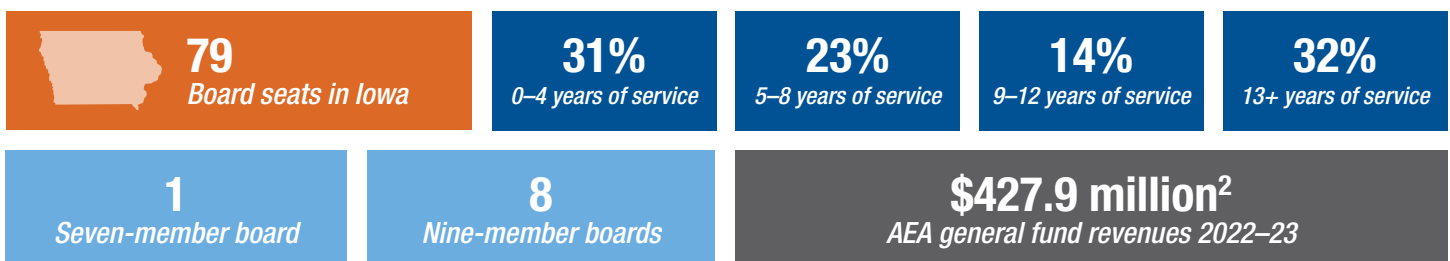
K–12 School Boards

Iowa has 325 school districts with five or seven member school boards. School board members are elected by their local communities in an election held the first Tuesday of November in odd-numbered years. They may be elected at large or from director districts and serve four-year terms.



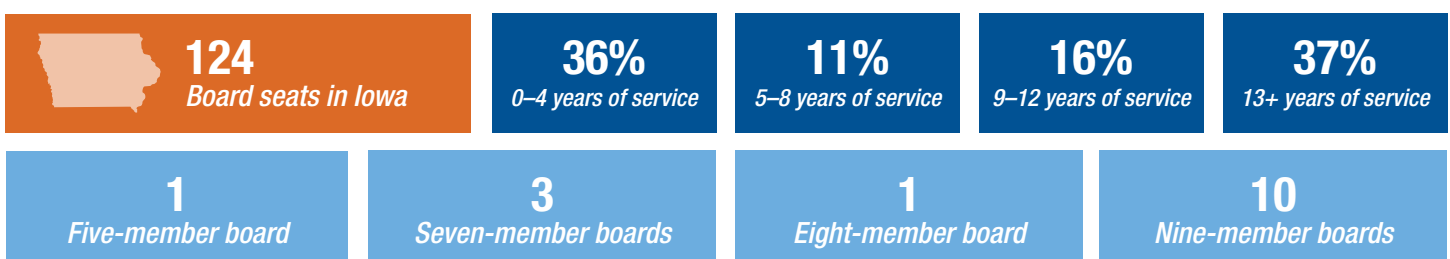
Area Education Agency Boards

The state's nine area education agencies (AEAs) are governed by seven or nine member boards who are elected for four-year terms by public school board members. Iowa AEAs are intermediate service units that provide special education, media and educational services to local schools.



Community College Boards

Iowa's 15 community colleges are governed by five-to-nine board members elected by local residents in an election held the first Tuesday of November in odd-numbered years. They are elected to four-year terms.



¹ Iowa Department of Education, October 2023 Certified Enrollment

² Iowa Department of Education, Certified Annual Report—FY 2023

XI. i. Approval of Minutes: April 22, 2024, Regular Board Meeting and April 29, 2024, Special Board Meeting 

Recommendation

The Superintendent's recommendation is that the Board of Education approve the minutes of the April 22, 2024, Regular Board Meeting and the April 29, 2024, Special Board meeting.

Contact Person

Pam Arndorfer, Assistant to the Superintendent / Board Secretary

Supporting Documents



April 22, 2024 Meeting Minutes



April 29, 2024 Meeting Minutes Special Session



MEETING MINUTES

Attendees

Voting Members

Astor Williams, Board President
Lyle Schmitt, Board Vice President
Jonathan Cox, Board Member
Janelle Ewing, Board Member
Jesse Knight, Board Member
Krystal Madlock, Board Member
Stacie Mills, Board Member

Non-Voting Members

Dr. Jared Smith, Superintendent
Anthony Spurgetis, Chief Human Resources Officer
Jeff Sommerfeldt, Chief Financial Officer / Board Treasurer
Pam Arndorfer, Board Secretary

I. Call to Order

The meeting was called to order by President Williams at 5:02pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools mission statement was read by Director Ewing.

V. Public Hearing: 2024-2025 Budget Certification

The Public Hearing for the 2024-2025 Budget Certification was declared open by President Williams at 5:04pm.

No public comments were brought forth.

The Superintendent's recommendation is to close the Public Hearing for the 2024-2025 Budget Certification.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

The Public Hearing was closed at 5:05pm.

VI. Public Hearing: East High Pool Infill Project

The Public Hearing for the East High Pool Infill project was declared open by President Williams at 5:05pm.

No public comments were brought forth.

The Superintendent's recommendation is to close the Public Hearing for the East High Pool Infill project.

Motion made by: Lyle Schmitt

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

The Public Hearing was closed at 5:06pm.

VII. Public Hearing: West High Pool Infill Project

The Public Hearing for the West High Pool Infill project was declared open by President Williams at 5:07pm.

Brad Maas, 3003 Randolph Street, Waterloo, West High Wrestling coach, spoke in favor of the project and the potential for multiple uses, and stated his willingness to help wherever needed.

The Superintendent's recommendation is to close the Public Hearing for the West High Pool Infill project.

Motion made by: Lyle Schmitt

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

The Public Hearing was closed at 5:08pm.

VIII. Public Hearing: Central Water Main Upgrade Project

The Public Hearing for the Central Water Main Upgrade project was declared open by President Williams at 5:09pm.

No public comments were brought forth.

The Superintendent's recommendation is to close the Public Hearing for the Central Water Main Upgrade project.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

The Public Hearing was closed @ 5:10pm.

IX. Information from Individuals and Delegations

- Jamie Oberheu, 5532 Summerland Drive, representing the Cedar Valley Chapter of Moms Demand Action, recited statistics regarding gun violence in the United States and the importance of the safe storage of firearms. She thanked the school board for listening and taking steps to encourage gun storage safety. In addition, she shared concerns regarding legislation to arm teachers.

X. School Presentation: George Washington Carver Academy

This item was presented as information only. Josh Payton, Carver Academy principal, and members of the Carver Academy Bulldog Principal Advisory Committee (PAC) highlighted the many exciting developments and achievements taking place at Carver.

XI. School Presentation: Expo Alternative Learning Center

This item was presented as information only. Cary Wieland, principal, Henry Shepherd, assistant principal, and Kyle Knox, academic dean, along with Expo students, provided information. The students shared summed up their experiences at Expo with the following three words: Creative, Resilient, and Transcending.

XII. West High Journalism Student Travel to Kansas City, MO

This item was presented as information only. Nicole Goodman, West High English teacher, yearbook adviser and Wahawk Insider adviser, along with West High Journalism students shared information about their recent trip to the JEA/NSPA National Journalism Convention in Kansas City, MO.

XIII. Board Celebration: Waterloo Youth City Council

This item was presented as information only. Carol Luce, Executive Director of the Youth City Council, and Cheyenne White, student council member, shared information about the Youth City Council and their recent trip to attend the Close Up program in Washington, DC.

XIV. Waterloo Open Enrollment Study

This was provided as Information Only. Sheena Canady, Director of Student & At-Risk Services, provided information.

XV. Consent Agenda

The Superintendent's recommendation is that the Board of Education approve the revised Consent Agenda including items i, ii, iii, v, and vi as presented.

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

i. Approval of Minutes: April 8, 2024 Regular Board Meeting

ii. Personnel Appointments and Adjustments

iii. Bills Due & Payable and Bills Paid Between Board Meetings

iv. Set Date of Public Hearing for the East High A/C Split System Project and Approve Notice to Bidders

The Superintendent's recommendation is that the Board of Education approve the date of June 10, 2024, to hold a public hearing for the East High A/C Split System project and approve publication of a Notice to Bidders.

Motion made by: Lyle Schmitt

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Jake Connor, Project Engineer with MODUS Engineering, provided information.

v. Set Date of Public Hearing for the West High A/C Split System Project and Approve Notice to Bidders

vi. Board Meeting Dates

XVI. Resolution Encouraging Best Practices in Safe Firearm Storage

The Superintendent's recommendation is that the Board of Education approve the Resolution Encouraging Best Practices in Preventing Minors from Accessing Firearms in the Waterloo Community School District.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Kristin Stanford, representing Moms Demand Action and the Be SMART organization, and Dr. Jared Smith, Superintendent, provided information.

RESOLUTION

WHEREAS, the safety and well-being of students, staff, and community members in the Waterloo Community School District are of paramount importance;

WHEREAS, reputable research highlights the significant risk associated with minors' access to firearms, contributing to increased risks of accidental injuries, suicides, and school shootings;

WHEREAS, firearms are the leading cause of death for children under the age of 18 in the United States;

NOW, THEREFORE, BE IT RESOLVED, that the Waterloo Community School District Board of Education commits to the following:

1. **Safe Storage Information:** Provide students and parents with information focusing on the risks associated with firearms and the importance of safe storage practices;
2. **Mental Health Funding:** Advocate for additional state and federal funding for Iowa's youth mental health system;
3. **Safe Environment:** Continue the District's commitment to a safe, supportive, and collaborative learning environment for all students and staff.

BE IT FURTHER RESOLVED, that the Waterloo Community School District Board of Education shall work diligently towards the implementation of these measures.

Adopted this 22nd day of April, 2024, by the Waterloo Community School District Board of Education.

By: Astor Williams, Board President

Attest: Pam Arndorfer, Board Secretary

XVII. Leader in Me Agreement

The Superintendent's recommendation is that the Board of Education approve the Memorandum of Understanding with Leader in Me at a cost of \$65,100 per year as presented.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Dr. Melissa Reade, Executive Director of Leader Valley, Shantavia Parker, Coach/Facilitator with Leader Valley, and Carrie Heinzerling, Lowell Elementary principal, provided information. Lowell Elementary was also celebrated as a new Lighthouse school.

XVIII. Bid Approval: East High Pool Infill Project

The Superintendent's recommendation is that the Board of Education accept the recommendation from ISG and approve the base bid from Larson Construction for the East High Pool Infill project as outlined for a total cost of \$539,000 (excluding Alternate #1).

Motion made by: Stacie Mills

Motion seconded by: Lyle Schmitt

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, and Nathan Compton, Senior Architect with ISG, provided information. The project has a June 3 start date, with expected completion by the end of October.

XIX. Bid Approval: West High Pool Infill Project

The Superintendent's recommendation is that the Board of Education accept the recommendation from InVision and approve the base bid from Larson Construction for the West High Pool Infill project as outlined for a total cost of \$489,000 (excluding Alternate #1).

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, provided information. The project falls under the same timeline as the East High Pool Infill project.

XX. Bid Approval: Central Middle School Water Main Upgrade Project

The Superintendent's recommendation is that the Board of Education accept the recommendation from MODUS Engineering and approve the bid from Denver Underground and Grading, Inc., for the Central

Middle School Water Main Upgrade project as outlined for a total cost of \$151,000.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Zack Kelly, Director of Operations, and Jake Connor, Project Engineer with MODUS Engineering, provided information.

XXI. Consideration of Quotes for the Central Middle School Steamer/Kettle Replacement Project

The Superintendent's recommendation is that the Board of Education accept the recommendation from the Facilities Committee and approve the purchase of two Combi electric ovens and one Groen electric kettle from Wilson Restaurant Supply, Inc., at a total cost of \$80,851.63 as presented.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, provided information.

XXII. East High and West High Security Camera Upgrade

The Superintendent's recommendation is that the Board of Education accept the recommendation from the Facilities Committee and approve the quotes from Hawkeye Alarm & Signal Company to install security cameras at East High and West High for a total cost of \$278,200 to be paid out of the Stronger Connections Grant.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, provided information. Work on the project is expected to take place over the summer with completion at the beginning of the school year. It was also noted that this project is separate from projects funded by the Department of Education's Safety Grant.

XXIII. Iowa Local Government Risk Pool

The Superintendent's recommendation is that the Board of Education approve the quote of \$599,160.63 and participation in the Iowa Local Government Risk Pool for the 2024-2025 school year.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Astor Williams - Yes

Lyle Schmitt - No

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - No

Krystal Madlock - Yes

Stacie Mills - Abstain

Jeff Sommerfeldt, Chief Financial Officer, and Dr. Jared Smith, Superintendent, provided information. Information was also presented by Lyle Schmitt, Board Vice President.

XXIV. 2024-2025 Budget and Property Tax Certification

The Superintendent's recommendation is that the Board of Education certify and adopt the 2024-2025 Budget with maximum expenditures of \$248,560,356 and the property tax levy rate of \$13.97947 as presented.

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Voting:

Astor Williams - Yes

Lyle Schmitt - No

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

Stacie Mills - Yes

Jeff Sommerfeldt, Chief Financial Officer, provided information.

XXV. Superintendent's Report

- The Gold Star Awards were presented last week - five of the ten recipients are Waterloo Schools teachers: Tracey Hulme, Tim Hopper, Chris Tims, Jennifer Schlader, and Tiffany Evans
- Tomorrow night we will hold a work session focusing on Academic Achievement, 5:00-6:30pm in the Board Room

XXVI. Information from Board Members

Each Board member was given the opportunity to comment.

XXVII. Adjourn

The Superintendent's recommendation is that the Board of Education adjourn the meeting.

Motion made by: Jesse Knight

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

The meeting adjourned @ 8:37pm.

Pamela G. Arndorfer, Board Secretary



MEETING MINUTES

Attendees

Voting Members

Astor Williams, Board President
Lyle Schmitt, Board Vice President
Jonathan Cox, Board Member
Janelle Ewing, Board Member
Jesse Knight, Board Member
Krystal Madlock, Board Member
Stacie Mills, Board Member

Non-Voting Members

Anthony Spurgetis, Chief Human Resources Officer
Jeff Sommerfeldt, Chief Financial Officer / Board Treasurer
Pam Arndorfer, Board Secretary

I. Call to Order

The meeting was called to order by President Williams at 4:23pm.

II. AFSCME Contract Agreement, 2024-25, 2025-26, 2026-27 School Years

The Superintendent's recommendation is that the Board of Education approve the proposed agreement with the American Federation of State, County and Municipal Employees (AFSCME) for the 2024-25, 2025-26 and 2026-27 school years.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Anthony Spurgetis, Chief Human Resources Officer, provided information.

III. Adjourn

The Superintendent's recommendation is that the Board of Education adjourn the meeting.

Motion made by: Janelle Ewing

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

The meeting adjourned at 4:31pm.

XI. ii. Personnel Appointments and Adjustments

Recommendation

The Superintendent's recommendation is that the Board of Education approve the personnel items as listed.

Contact Person

Anthony Spurgetis, Chief Human Resources Officer

Details

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

Supporting Documents



Routine Personnel Appointments

**WATERLOO COMMUNITY SCHOOL DISTRICT
HUMAN RESOURCES
May 13, 2024**

PERSONNEL APPOINTMENTS

<u>NAME</u>	<u>SALARY</u>	<u>BUILDING</u>	<u>SUBJECT</u>	<u>SEN.DATE</u>	<u>REASON</u>	<u>EFFECT. DATE</u>
<u>Administrative Support</u>						
Biuma Samson	\$ 21,842.49	West/Central	Native Language Interpreter	3/26/2024	Mwejenleen Elanzo	4/22/2024

Certified

Justin Jacobs	Step 16 MA (Salary TBD)	Expo	Strat I Teacher	4/12/2024	Paige Slack	8/20/2024
Holly Ritter	Step 18 MA+45 (Salary TBD)	Irving	Title 1 Teacher	4/26/2024	Anne Schreck	8/20/2024
Jasmine Garza	Step 7 BA (TBD)	Kittrell	Elementary Teacher	4/30/2024	Mackenzie Kuehn	8/20/2024
Elizabeth Petersen	Step 7 BA (TBD)	Irving	Elementary Teacher	4/29/2024	Abigail Nicholson	8/20/2024
Jordan Barkley	Step 10 MA (TBD Salary)	Expo	General Core Teacher	TBD	Dzeneta Jusufovic	8/20/2024

Classified

Belinda Moloney	Step 3 (Salary TBD)	West High	Behavior Intervention Specialist - BF Program	4/3/2024	New Position	8/20/2024
Amir Tahirovic	\$21.60	Central Middle	2nd Shift Custodian	4/9/2024	David Ralston	4/9/2024
Linda Denton	\$21.60	Irving/Tech	2nd Split Shift Custodian	4/2/2024	Rachel Reinard	4/2/2024
Barbara Zanders	\$21.60	Bunger	2nd Shift Custodian	4/2/2024	Michelle Schell	4/2/2024

Coach

Stephanie Rasco	TBD	East High	Assistant Volleyball Coach	TBD	Josie Cards Stocks	8/7/2024
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CHANGE OF ASSIGNMENTS

Administrative

Michael Penning	\$ 103,000.00	East	Interim Assistant Principal	TBD	Vimarys Caya	4/15/2024
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Administrative Support

Abigail Avis	\$ 43,000.00	ESC - Data Processing	Technology Support Specialist	TBD	Splitting duties between help desk/Tech. support when Tara leaves.	6/3/2024
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CHANGE OF ASSIGNMENTS cont.

<u>NAME</u>	<u>SALARY</u>	<u>BUILDING</u>	<u>SUBJECT</u>	<u>SEN.DATE</u>	<u>REASON</u>	<u>EFFECT. DATE</u>
<u>Certified</u>						
Lacey Dykstra		Poyner	Special Ed Strat 1	TBD	Andrea Schlotman	8/20/2024
Larry Kubitz		Hoover	Social Studies Teacher - 6th Grade	TBD	April Kleinschmidt. Correcting from last agenda. This should've been a change of assignment and not an involuntary transfer.	8/20/2024
Anthony Boggs		Hoover	Social Studies Teacher	TBD	Larry Kubitz. Correcting from last agenda. This should've been a change of assignment and not an involuntary transfer.	8/20/2024
Tiffany Ross		Kittrell	Early Childhood Special Ed Teacher	TBD	Lisa Sifrit	8/20/2024
Shannon Boos		Carver	Literacy Teacher	TBD	Angela Willey	8/20/2024
Sarah Burke		Cunningham	Special Ed Strat 1	TBD	Ashley Clark	8/20/2024
Tayler Gottschalk		Kingsley	Elementary Teacher	TBD	Caitlin Bailey	8/20/2024
Dzeneta Jusufovic		Expo	Language Arts Teacher	TBD	Jordan Barkley	8/20/2024

Classified

Rosie Daniel		Central	Behavior Intervention Specialist - BF Program	TBD	Program location moving to a different building.	8/20/2024
Caleb Holmes		Central	Behavior Intervention Specialist - BF Program	TBD	Program location moving to a different building.	8/20/2024
Calen Holmes		Central	Behavior Intervention Specialist - BF Program	TBD	Program location moving to a different building.	8/20/2024
Barbara Zanders		Bunger	Lead Custodian	TBD	Michelle Schell	4/15/2024
Alexis Martin		West	Behavior Intervention Specialist - BF Program	TBD	New Position	8/20/2024

RETURN FROM LEAVE OF ABSENCE**Certified**

Jordan Beltz		Carver	Math Teacher	TBD		4/22/2024
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RETURN FROM LEAVE OF ABSENCE cont.

<u>NAME</u>	<u>SALARY</u>	<u>BUILDING</u>	<u>SUBJECT</u>	<u>SEN.DATE</u>	<u>REASON</u>	<u>EFFECT. DATE</u>
<u>Classified</u>						
Martavius Robinson		Carver	Campus Safety Monitor	TBD		4/26/2024
Kiara Bates		Becker	Special Ed Para	TBD		4/26/2024
Darlington Debah		East	Custodian	TBD		4/22/2024

LEAVES OF ABSENCE TO BE APPROVED**Certified**

Kaitlyn Schweer		Carver	Middle School Teacher	TBD	FMLA	4/17/2024
Jordan Barkley		Expo	Language Arts Teacher	TBD	FMLA-intermittent	4/2/2024
Brittany Graham		Kittrell	Elementary Teacher	TBD	LOA - Health & Family - self.	5/6/2024

Classified

Paris Foy		Central Stores	Permanent Sub Custodian	TBD	LOA - Health & Family - self.	4/18/2024
Sharon Even		East	General Worker	TBD	LOA - Health & Family - self.	4/25/2024

RESIGNATIONS**Administrative Support**

Evan Gratteau-Zinnel		ESC-Human Resources	Equity and Inclusion Data Analyst	TBD	Resignation	5/31/2024
Santiago Antunez de Mayolo		Becker/Central	Spanish Interpreter	TBD	Resignation	5/30/2024

Certified

Candyce Leisinger		Bunger	Special Ed Teacher	TBD	Resignation	End of 23-24
Tru Robinson		Carver	Exploratory Teacher	TBD	Resignation	End of 23-24
Emily Getz		Kittrell	Elementary Teacher	TBD	Resignation	End of 23-24
Ashley Taylor		West	Math Teacher	TBD	Resignation	End of 23-24
Sophia Buckley		Cunningham	Special Ed Teacher	TBD	Resignation	End of 23-24
Hannah Bertram		Hoover	Special Ed Teacher	TBD	Resignation	End of 23-24
Tonya Ryan		Lowell	Pre-K Special Ed. Teacher	TBD	Resignation	End of 23-24

RESIGNATIONS cont.

<u>NAME</u>	<u>SALARY</u>	<u>BUILDING</u>	<u>SUBJECT</u>	<u>SEN.DATE</u>	<u>REASON</u>	<u>EFFECT. DATE</u>
<u>Certified</u>						
Audrey Klunenberg		Irving	Art Teacher	TBD	Resignation	End of 23-24
Beth Weston		Lou Henry	Elementary Teacher	TBD	Resignation	End of 23-24
Mary Peterson		Cunningham	Elementary Teacher	TBD	Resignation	End of 23-24

Classified

Lindsey Squire		Lou Henry	Special Ed Para	TBD	Resignation	4/15/2024
Nehemiah Latcham		Orange	Special Ed Behavior Intervention Specialist	TBD	Resignation	End of 23-24
Rachel Johnson		Cunningham	Special Ed Para	TBD	Resignation	5/24/2024

Coaching

Jay Llewellyn		Carver	Head Wrestling Coach	TBD	Resignation	12/14/2023
Jarred Johnston		Bunger	Head Basketball Coach	TBD	Resignation	2/13/2024
Jarred Johnston		West	Assistant Football Coach	TBD	Resignation	11/17/2023
Gabrielle Schwarting		West	Assistant Volleyball Coach	TBD	Resignation	11/2/2023
Gabrielle Schwarting		West	Assistant Girls Basketball Coach	TBD	Resignation	3/2/2024

RETIREMENT**Classified**

Michelle Gilbert		West	Clerk Typist	TBD	Retirement	5/31/2024
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TERMINATIONS**Classified**

Anatashia Lokejask		Kittrell/Irving	Native Language Interpreter	TBD	Termination	4/25/2024
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Signed: _____
Astor Williams, Board President

Date: _____

XI. iii. Bills Due & Payable and Bills Paid Between Board Meetings

Recommendation

The Superintendent's recommendation is that the Board of Education approve the Bills Due and Payable and the Bills Paid Between Board Meetings.

Contact Person

Jeff Sommerfeldt, Chief Financial Officer
Dr. Jared Smith, Superintendent

Details

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.

Supporting Documents



Check Register Summary

Check Register Summary

Batch Year: 24 Bank: All Date Range: 04/17/2024 - 05/07/2024

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00238828	CV	04/25/2024	9143	ANNE MCCUSKER	-5.00
10	00239474	CV	04/25/2024	36900	GURSTEL LAW FIRM, P.C.	-733.12
10	00239973	CV	04/17/2024	3452	UNITY POINT HEALTH	-16,566.50
10	00239987	C	04/25/2024	394	BOOKSOURCE	4,704.70
10	00239988	C	04/25/2024	14365	BRIAN HAHN	733.12
10	00239989	C	04/25/2024	817	ELECTRICAL ENG & EQUIPMENT (THREE E)	1,036.59
10	00239990	C	04/25/2024	1199	MIDAMERICAN ENERGY COMPANY	113.42
10	00239991	C	04/25/2024	2829	PERRY WRIGHT SOUND	1,708.35
10	00239992	C	04/25/2024	3452	UNITY POINT HEALTH	8,283.25
10	00239993	C	04/26/2024	128	BLACK HAWK CLERK OF COURT	160.00
10	00239994	C	04/26/2024	2431	CEDAR VALLEY SPORTSPLEX	64.07
10	00239995	C	04/26/2024	4445	IOWA DEPT OF REVENUE & FINANCE	161.87
10	00239996	C	04/26/2024	12511	NYS CHILD SUPPORT PROCESSING CENTER	482.58
10	00239997	C	04/26/2024	112	PUBLIC EMPLOYEES CREDIT UNION	4,125.00
10	00239998	C	04/26/2024	8077	WASHINGTON STATE SUPP REGISTRY	375.00
10	00239999	C	04/26/2024	7971	MEDIACOM	259.95
10	00240000	C	04/26/2024	32239	STEIBER-MONCADA THERESA	500.00
10	00240001	C	04/26/2024	11528	FIDELITY SECURITY	10,522.61
10	00240002	C	04/29/2024	846	EVANSDALE WATER WORKS	1,009.61
10	00240003	C	04/29/2024	9803	IAHSGCA	25.00
10	00240004	C	04/29/2024	13817	KARL CHEVROLET	41,923.00
10	00240005	C	04/29/2024	7971	MEDIACOM	249.49
10	00240006	C	04/29/2024	1199	MIDAMERICAN ENERGY COMPANY	1,945.09
10	00240007	C	04/29/2024	160	MADISON NATIONAL LIFE	41,792.70
10	00240008	C	04/29/2024	13481	PALM SHIELD	11,449.04
10	00240009	C	05/01/2024	1106	HY VEE FOOD STORES CROSSROADS	468.64
10	00240010	C	05/01/2024	2279	WALMART / CAPITAL ONE	4,870.17
10	00240011	C	05/02/2024	821	CITY OF ELK RUN HEIGHTS	471.69
10	00240012	C	05/02/2024	1106	HY VEE FOOD STORES CROSSROADS	192.18
10	00240013	C	05/02/2024	1107	HY VEE FOOD STORES LOGAN AVE	532.00
10	00240014	C	05/02/2024	1104	HY-VEE ACCOUNTS RECEIVABLE	36.27
10	00240015	C	05/07/2024	6469	A-TEC RECYCLING, INC	698.53
10	00240016	C	05/07/2024	242	A1 SEPTIC & PUMPING SERVICES	550.00
10	00240017	C	05/07/2024	10656	ACTION SIGNS, LLC	220.00
10	00240018	C	05/07/2024	4144	ADVANCED ENVIRON TESTING & ABATEMENT	1,335.00
10	00240019	C	05/07/2024	7222	ADVANTAGE SCREENPRINT & EMBROI	5,605.00
10	00240020	C	05/07/2024	1870	AHLERS & COONEY PC	2,604.00
10	00240021	C	05/07/2024	13652	AMANDA UMBDENSTOCK	69.56
10	00240022	C	05/07/2024	3380	AMES HIGH SCHOOL ATHLETICS	60.00
10	00240023	C	05/07/2024	12565	AMY HUNZELMAN	210.26
10	00240024	C	05/07/2024	9238	ANDREW MELCHER	32.50
10	00240025	C	05/07/2024	2120	ANGELA WEBB	17.82
10	00240026	C	05/07/2024	8051	ANNALEE HOLLINGSWORTH	72.86
10	00240027	C	05/07/2024	9143	ANNE MCCUSKER	5.00
10	00240028	C	05/07/2024	1456	ARAMARK UNIFORM SERVICE	101.54
10	00240029	C	05/07/2024	279	ARCTIC REFRIGERATION, LC	2,281.22
10	00240030	C	05/07/2024	275	ART CRAFT STUDIO INC	380.54
10	00240031	C	05/07/2024	13917	ASHLEY CLARK	32.12
10	00240032	C	05/07/2024	5190	ASHLI JUNG	73.48
10	00240033	C	05/07/2024	8341	B & B LOCK & KEY, INC	25.35
10	00240034	C	05/07/2024	13310	BARNES & NOBLE COLLEGE BOOKSELLERS, LLC	3,071.41
10	00240035	C	05/07/2024	16322	BCLUW COMM SCHOOL DISTRICT	11,656.20
10	00240036	C	05/07/2024	13778	BELLA SCHOO	22.00
10	00240037	C	05/07/2024	356	BENTONS SAND & GRAVEL, INC	162.48
10	00240038	C	05/07/2024	13876	BILL FLEMING/DENNIS STREETS SCHOLARSHIP	190.00
10	00240039	C	05/07/2024	378	BLACK HAWK MANAGEMENT, INC.	566.04
10	00240040	C	05/07/2024	1095	BLACK HAWK WASTE DISPOSAL	71.28
10	00240041	C	05/07/2024	4670	BOYS GIRLS CLUB OF WATERLOO	10,213.36
10	00240042	C	05/07/2024	5741	BRYAN FOSTER	90.00
10	00240043	C	05/07/2024	5787	BSN PASSONS GSC CONLIN SPORTS	2,811.92
10	00240044	C	05/07/2024	3579	BUILDERS SELECT	2,555.46
10	00240045	C	05/07/2024	6679	BW T & F ENTERPRISES LLP	170.00

Check Register Summary

Batch Year: 24 Bank: All Date Range: 04/17/2024 - 05/07/2024

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00240046	C	05/07/2024	13691	CALEB CHRISTIANSEN	150.00
10	00240047	C	05/07/2024	7001	CAM COMMUNITY SCHOOL DISTRICT	71,750.37
10	00240048	C	05/07/2024	559	CAMPBELL SUPPLY CO	11.63
10	00240049	C	05/07/2024	578	CAPITAL SANITARY SUPPLY CO INC	64,303.17
10	00240050	C	05/07/2024	35360	CARRICO AQUATIC RESOURCES, INC	831.60
10	00240051	C	05/07/2024	5271	CEDAR RAPIDS JEFFERSON HIGH SCHOOL	270.00
10	00240052	C	05/07/2024	3791	CEDAR VALLEY MEDICAL SPECS P C	230.00
10	00240053	C	05/07/2024	144	CENTRAL RIVERS AEA	736.35
10	00240054	C	05/07/2024	13929	CHRISTIAN LATHER	221.87
10	00240055	C	05/07/2024	10193	CINDY GEIGER	173.58
10	00240056	C	05/07/2024	10951	CINDY HOWARD	548.93
10	00240057	C	05/07/2024	541	CITY OF EVANSDALE	40.00
10	00240058	C	05/07/2024	540	CITY OF WATERLOO	100.00
10	00240059	C	05/07/2024	6232	CITY OF WATERLOO POLICE DEPT	2,005.71
10	00240060	C	05/07/2024	11460	CLAYTON RIDGE CSD	63,365.50
10	00240061	C	05/07/2024	9315	COLOFF MEDIA	1,095.48
10	00240062	C	05/07/2024	2293	COURIER	908.69
10	00240063	C	05/07/2024	2293	COURIER COMMUNICATIONS	2,706.06
10	00240064	C	05/07/2024	7323	CRAFT COCHRAN SCREENPRINT & EMBROIDERY	171.00
10	00240065	C	05/07/2024	3888	CRAIG POTWIN	12.36
10	00240066	C	05/07/2024	2964	D & N FENCE CO., INC	988.00
10	00240067	C	05/07/2024	13713	DANICA WRAGE	1,022.63
10	00240068	C	05/07/2024	951	DECKER EQUIPMENT	935.05
10	00240069	C	05/07/2024	218	DECKER SPORTING GOODS	1,232.35
10	00240070	C	05/07/2024	13932	DELANEY DINNEBIER	500.00
10	00240071	C	05/07/2024	697	DEMCO	288.48
10	00240072	C	05/07/2024	1793	DEPT OF EDU DIV OF VOCATIONAL REHABILIT	24,932.25
10	00240073	C	05/07/2024	2522	DIKE NEW HARTFORD CSD	3,706.50
10	00240074	C	05/07/2024	35181	DOMINOS PIZZA	523.79
10	00240075	C	05/07/2024	2470	DONAVAN OBERHEU	167.68
10	00240076	C	05/07/2024	7615	DONITA SCHMITZ	189.95
10	00240077	C	05/07/2024	1895	DRAIN DOCTOR	395.00
10	00240078	C	05/07/2024	16284	DUSTIN LINDAMAN	150.00
10	00240079	C	05/07/2024	2554	ECHO GROUP INC	1,049.04
10	00240080	C	05/07/2024	8010	EL SARA GREER	182.29
10	00240081	C	05/07/2024	817	ELECTRICAL ENG & EQUIPMENT (THREE E)	19.93
10	00240082	C	05/07/2024	1201	ELECTRONIC ENGINEERING CO	42.27
10	00240083	C	05/07/2024	13933	ELIJAH BUEHLER	500.00
10	00240084	C	05/07/2024	12833	ELIZABETH DRISCOLL-NICHOLS	47.82
10	00240085	C	05/07/2024	1443	EMC RISK SERVICES, LLC	14,010.13
10	00240086	C	05/07/2024	32891	EMILY EISENMAN	36.09
10	00240087	C	05/07/2024	6881	ENTERPRISE RENT-A-CAR MIDWEST	47.88
10	00240088	C	05/07/2024	962	ERIC ARMIN INC	141.50
10	00240089	C	05/07/2024	10337	FAILOR HURLEY CONSTRUCTION	6,175.00
10	00240090	C	05/07/2024	6288	FAREWAY STORES INC	56.80
10	00240091	C	05/07/2024	873	FASTENAL COMPANY	15.02
10	00240092	C	05/07/2024	9343	FBG SERVICE CORPORATION	500.00
10	00240093	C	05/07/2024	29190	FERGUSON ENTERPRISES INC #1657	3,485.00
10	00240094	C	05/07/2024	5459	FIBER PLATFORM, LLC	277.30
10	00240095	C	05/07/2024	265	FIFTH STREET TIRE INC	66.56
10	00240096	C	05/07/2024	13627	FISHSTICKS, INC	684.86
10	00240097	C	05/07/2024	9942	FIX TIRE COMPANY	191.00
10	00240098	C	05/07/2024	13709	FLASHLIGHT LEARNING LLC	1,500.00
10	00240099	C	05/07/2024	5584	FOUNDATION BUILDING MATERIALS, LLC	990.40
10	00240100	C	05/07/2024	3592	FRAN'S PRO SHOP	436.42
10	00240101	C	05/07/2024	5409	GLADBROOK-REINBECK HIGH SCHOOL	357.80
10	00240102	C	05/07/2024	5574	GOPHER SPORTS EQUIPMENT	238.90
10	00240103	C	05/07/2024	179	GORDON FLESCH COMPANY, INC.	1,896.44
10	00240104	C	05/07/2024	981	GRADY INSTRUMENT SERVICE INC	375.00
10	00240105	C	05/07/2024	12800	GREENER SHEPHERD LLC	2,800.00
10	00240106	C	05/07/2024	995	GROSSE STEEL COMPANY INC	289.00
10	00240107	C	05/07/2024	516	GROW CEDAR VALLEY	212.37

Check Register Summary

Batch Year: 24 Bank: All Date Range: 04/17/2024 - 05/07/2024

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00240108	C	05/07/2024	14125	GRUNDY CENTER COMMUNITY SCHOOL	7,770.80
10	00240109	C	05/07/2024	12519	HANDS UP COMMUNICATIONS	27,752.50
10	00240110	C	05/07/2024	12461	HANNA STOLPER	450.00
10	00240111	C	05/07/2024	6964	HAWKEYE ALARM AND SIGNAL CO	1,716.00
10	00240112	C	05/07/2024	1029	HAWKEYE COMMUNITY COLLEGE	166,320.85
10	00240113	C	05/07/2024	1029	HAWKEYE COMMUNITY COLLEGE	5,146.00
10	00240114	C	05/07/2024	8901	HAWKEYE STAGES LLC	99,218.20
10	00240115	C	05/07/2024	2712	HERFF JONES INC	654.55
10	00240116	C	05/07/2024	2820	HUDSON COMMUNITY SCHOOL DIST.	90.00
10	00240117	C	05/07/2024	13895	HYATT PLACE WEST DES MOINES/JORDAN CREEK	876.12
10	00240118	C	05/07/2024	2207	I & S GROUP INC	4,352.78
10	00240119	C	05/07/2024	2567	IA ASSOC OF SCHOOL BOARDS	100.00
10	00240120	C	05/07/2024	7198	INDEPENDENCE COMM SCHOOL DIST	100.00
10	00240121	C	05/07/2024	4366	INFOMAX OFFICE SYSTEMS, INC	81.20
10	00240122	C	05/07/2024	5289	IOWA HIGH SCHOOL MUSIC ASSOC	88.50
10	00240123	C	05/07/2024	1185	IOWA HIGH SCHOOL SPEECH ASSOCIATION	40.00
10	00240124	C	05/07/2024	13922	IOWA PUBLIC RADIO	1,331.20
10	00240125	C	05/07/2024	11838	IOWA SCHOOL FINANCE INFO SERVICES INC	1,303.50
10	00240126	C	05/07/2024	13860	ISABELLE RAND	18.90
10	00240127	C	05/07/2024	12682	ITHAKA	3,120.00
10	00240128	C	05/07/2024	6234	JANICE DYKSTRA	1,312.50
10	00240129	C	05/07/2024	2098	JEFF FROST	218.11
10	00240130	C	05/07/2024	13776	JESSICA HAGEMAN	18.00
10	00240131	C	05/07/2024	1903	JESUP COMMUNITY SCHOOLS	168,151.52
10	00240132	C	05/07/2024	6811	JOHNSTONE SUPPLY	55.17
10	00240133	C	05/07/2024	13928	JONAH WOODWARD	829.12
10	00240134	C	05/07/2024	6152	JOSHUA MEYER	47.50
10	00240135	C	05/07/2024	4528	JP GASWAY	4,274.11
10	00240136	C	05/07/2024	8934	JULIE TEARE	247.59
10	00240137	C	05/07/2024	1236	JW PEPPER & SONS INC	952.67
10	00240138	C	05/07/2024	14494	K & W ELECTRIC INC	560.00
10	00240139	C	05/07/2024	4634	KATERINE STALHEIM	36.61
10	00240140	C	05/07/2024	3789	KRISS PREMIUM PRODUCTS INC	1,133.67
10	00240141	C	05/07/2024	11657	KRONOS INC	43,131.25
10	00240142	C	05/07/2024	7321	KYLE KUHLERS	200.49
10	00240143	C	05/07/2024	2333	LANELL SCHUMACHER	339.95
10	00240144	C	05/07/2024	13635	LAZERS EDGE OFFICE AUTOMATION	2,524.30
10	00240145	C	05/07/2024	7820	LEADER VALLEY FOUNDATION	10,500.00
10	00240146	C	05/07/2024	5347	LINN-MAR COMMUNITY SCHOOL	200.00
10	00240147	C	05/07/2024	6181	LORI WEBER	338.12
10	00240148	C	05/07/2024	3936	LUCAS ROGERS	70.74
10	00240149	C	05/07/2024	6775	LUCENT HEALTH SOLUTIONS LLC	13,318.25
10	00240150	C	05/07/2024	2019	MARION INDEPENDENT SCHOOL DISTRICT	250.00
10	00240151	C	05/07/2024	6914	MARK NISSEN	150.00
10	00240152	C	05/07/2024	7692	MARK SCHMADEKE	134.28
10	00240153	C	05/07/2024	1441	MARTIN BROTHERS	217.32
10	00240154	C	05/07/2024	5457	MASON CITY HIGH SCHOOL	525.00
10	00240155	C	05/07/2024	13909	MATT VERBRAKEN	217.35
10	00240156	C	05/07/2024	3279	MCLOUD SERVICES	890.04
10	00240157	C	05/07/2024	1402	MCDONALD SUPPLY	4,329.51
10	00240158	C	05/07/2024	7971	MEDIACOM	880.00
10	00240159	C	05/07/2024	9273	MEGAN LUMETTA	316.89
10	00240160	C	05/07/2024	2016	MELISSA LIPPERT	150.00
10	00240161	C	05/07/2024	13690	MELISSA LUDWIG	150.00
10	00240162	C	05/07/2024	1464	MENARDS	2,741.44
10	00240163	C	05/07/2024	6699	METEOR EDUCATION, LLC	152.31
10	00240164	C	05/07/2024	21091	MUDD ADVERTISING	50.00
10	00240165	C	05/07/2024	37184	MUHAMED OKANOVIC	170.02
10	00240166	C	05/07/2024	1194	NASSCO INC	5,248.58
10	00240167	C	05/07/2024	548	NEWELL STEVE	150.00
10	00240168	C	05/07/2024	12685	NICHOLE LUTZ	11.79
10	00240169	C	05/07/2024	1668	NICHOLS HOME IMPROVEMENT CENTR	760.90

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Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00240170	C	05/07/2024	13936	NICOLE WALKER	30.00
10	00240171	C	05/07/2024	5270	NRG MEDIA, LLC	1,264.00
10	00240172	C	05/07/2024	14699	NYKOLE MILLER	241.39
10	00240173	C	05/07/2024	2786	O'REILLY AUTOMOTIVE INC	66.70
10	00240174	C	05/07/2024	2245	OELWEIN CSD	5,979.17
10	00240175	C	05/07/2024	1663	OFFICE CONCEPTS LTD	12,269.32
10	00240176	C	05/07/2024	10158	OFFICE EXPRESS	13,708.40
10	00240177	C	05/07/2024	13924	ON TRACK SIGNS	125.00
10	00240178	C	05/07/2024	1684	OVERHEAD DOOR OF WATERLOO INC	648.48
10	00240179	C	05/07/2024	2296	P & K MIDWEST INC	171.67
10	00240180	C	05/07/2024	9196	PATTERSON GRACE	680.00
10	00240181	C	05/07/2024	1717	PDCM INSURANCE	16,533.00
10	00240182	C	05/07/2024	2829	PERRY WRIGHT SOUND	1,002.73
10	00240183	C	05/07/2024	1507	PETERS CONSTRUCTION CORPORATION	1,731.85
10	00240184	C	05/07/2024	5899	PETERSEN AND TIETZ	50.00
10	00240185	C	05/07/2024	11743	PLATINUM PEST SERVICES, INC	800.00
10	00240186	C	05/07/2024	2739	PLUMB SUPPLY CO	79.99
10	00240187	C	05/07/2024	5099	PRIORITY 1 MUFFLER & BRAKE	532.22
10	00240188	C	05/07/2024	4842	PROFESSIONAL LAWN CARE LLC	8,560.50
10	00240189	C	05/07/2024	1100	PROFESSIONAL OFFICE SERVICES, INC	318.65
10	00240190	C	05/07/2024	14397	RAPTOR TECHNOLOGIES, LLC	10,395.00
10	00240191	C	05/07/2024	13873	REESE TISUE	78.00
10	00240192	C	05/07/2024	13031	REPUBLIC SERVICES #897	8,190.29
10	00240193	C	05/07/2024	13455	REYES CONCRETE CONSTRUCTION LLC	3,700.00
10	00240194	C	05/07/2024	7330	RITE ENVIRONMENTAL	196.57
10	00240195	C	05/07/2024	13920	ROB'S RESIDENTIAL GLASS LLC	422.00
10	00240196	C	05/07/2024	14877	ROCHESTER ARMORED CAR CO., INC	1,385.00
10	00240197	C	05/07/2024	7115	RON STEVENS	28.17
10	00240198	C	05/07/2024	4142	ROYALTURF, INC	2,071.12
10	00240199	C	05/07/2024	12509	RYAN MUHLENBRUCH	150.00
10	00240200	C	05/07/2024	13396	RYAN OCCENA	28.81
10	00240201	C	05/07/2024	13881	SADIE WAGEMESTER	90.78
10	00240202	C	05/07/2024	13774	SAMANTHA HERRERA	228.00
10	00240203	C	05/07/2024	1915	SANDEES	966.90
10	00240204	C	05/07/2024	13177	SARA MAYER	19.65
10	00240205	C	05/07/2024	331	SCHOLASTIC BOOK CLUBS	819.49
10	00240206	C	05/07/2024	37133	SCHOOL BUS LOGISTICS	12,260.98
10	00240207	C	05/07/2024	1937	SCHOOL BUS SALES	10,945.00
10	00240208	C	05/07/2024	8293	SCHOOLWIDE INC	283.50
10	00240209	C	05/07/2024	1949	SCHUMACHER ELEVATOR COMPANY	3,034.25
10	00240210	C	05/07/2024	637	SERVICE ROOFING	1,411.50
10	00240211	C	05/07/2024	3120	SHIFFLER EQUIPMENT SALES INC	37.16
10	00240212	C	05/07/2024	777	SHIRT SHACK	2,545.19
10	00240213	C	05/07/2024	2784	SHRED-IT USA	159.99
10	00240214	C	05/07/2024	4922	STACEY SNYDER	20.96
10	00240215	C	05/07/2024	7586	STEVE WINTERS	65.00
10	00240216	C	05/07/2024	6725	STREETSMARTS DRIVERS EDUCATION	3,724.00
10	00240217	C	05/07/2024	7444	SUCCESSLINK	58,020.53
10	00240218	C	05/07/2024	2092	SUPERIOR WELDING SUPPLY CO	157.40
10	00240219	C	05/07/2024	9575	SWEETWATER	2,299.00
10	00240220	C	05/07/2024	2105	SWISHER AND COHRT	1,453.14
10	00240221	C	05/07/2024	9234	T-MOBILE USA INC	1,577.34
10	00240222	C	05/07/2024	23671	TANYA HILL	18.00
10	00240223	C	05/07/2024	12545	TANYA SBIRAL	3,226.50
10	00240224	C	05/07/2024	29203	TEACHER SYNERGY INC	6,800.00
10	00240225	C	05/07/2024	4403	THE PAPER CORPORATION	5,168.00
10	00240226	C	05/07/2024	3219	THE SHRED MASTER LLC	904.90
10	00240227	C	05/07/2024	5273	TIM KANGAS	150.00
10	00240228	C	05/07/2024	11482	TIMBERLINE BILLING SERVICE LLC	8,816.15
10	00240229	C	05/07/2024	5614	TOM ULSES	183.61
10	00240230	C	05/07/2024	12769	TONY'S PLUMBING & HEATING, LLC	159.00
10	00240231	C	05/07/2024	24970	TRACEY HULME	123.05

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Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00240232	C	05/07/2024	60082	TRANE COMPANY	1,160.49
10	00240233	C	05/07/2024	3452	UNITY POINT HEALTH	179,285.54
10	00240234	C	05/07/2024	11519	UNIVERSAL PEDIATRICS	1,450.00
10	00240235	C	05/07/2024	4539	UNIVERSITY OF NORTHERN IOWA	838.00
10	00240236	C	05/07/2024	12206	UNIVERSITY OF NORTHERN IOWA	750.00
10	00240237	C	05/07/2024	324	UTILITY EQUIPMENT CO UECO	562.94
10	00240238	C	05/07/2024	6167	WATERLOO ROTARY CLUB	480.00
10	00240239	C	05/07/2024	19828	WATERLOO SCHOOLS FOUNDATION	60.00
10	00240240	C	05/07/2024	6691	WAVERLY SHELL ROCK COM.SCHOOLS	6,329.70
10	00240241	C	05/07/2024	3820	WBC MECHANICAL INC	18,635.89
10	00240242	C	05/07/2024	2327	WEST MUSIC COMPANY	15,312.68
10	00240243	C	05/07/2024	2698	WILLIAM KAYSER KEMP	150.00
10	00240244	C	05/07/2024	8570	WILSON RESTAURANT SUPPLY	1,259.61
10	00240245	C	05/07/2024	19976	WINDSTAR LINES INC	22,230.62
10	00240246	C	05/07/2024	13599	WISLY DANGE	70.00
10	00240247	C	05/07/2024	639	WITHAM AUTO CENTER	3,966.55
10	00240248	C	05/07/2024	13905	WOODCRAFTERS	1,000.00
10	00240249	C	05/07/2024	50200	YORE UNIFORM SHOP	3,998.24
10	00240250	C	05/07/2024	2614	YOUNG PLUMBING AND HEATING	3,275.14
10	00240251	C	05/07/2024	3448	YWCA	160.00
10	00240252	C	05/07/2024	4151	ZSHANOUNE QUALLS	110.94
Total Bank: 10						\$1,512,814.04
12	00024779	CV	05/02/2024	13257	RAPIDS	-446.52
12	00024810	CV	05/02/2024	13257	RAPIDS	-370.84
12	00024828	C	05/07/2024	11967	ANDERSON ERICKSON DAIRY CO	270.00
12	00024829	C	05/07/2024	13923	BETH PARADINE	34.50
12	00024830	C	05/07/2024	14445	DZEMILA HODZIC-SULJIC	28.30
12	00024831	C	05/07/2024	35645	FATIMA MURTIC	20.63
12	00024832	C	05/07/2024	32999	HEATHER BATHEN	48.93
12	00024833	C	05/07/2024	2125	HEATHER RICKERT	38.65
12	00024834	C	05/07/2024	2274	JASMINKA LANGE	101.98
12	00024835	C	05/07/2024	10318	JENNIFER PEVERILL	63.54
12	00024836	C	05/07/2024	13915	KATELYN JOLLY	23.06
12	00024837	C	05/07/2024	7005	LOFFREDO	17,480.24
12	00024838	C	05/07/2024	1441	MARTIN BROTHERS	236,580.02
12	00024839	C	05/07/2024	1683	SARA WALTERS	158.50
12	00024840	C	05/07/2024	50055	STACI TIEDT FRUSH	33.01
12	00024841	C	05/07/2024	8570	WILSON RESTAURANT SUPPLY	2,777.26
12	00024842	C	05/07/2024	815	ZLATKA IKANOVIC	24.82
Total Bank: 12						\$256,866.08
14	00107331	CV	04/29/2024	9803	IAHSGCA	-25.00
14	00107337	CV	04/17/2024	26069	LEADING EDGE FUNDRAISING	-6,951.85
14	00107350	C	04/17/2024	4302	BLACK HAWK TENNIS CLUB	20.00
14	00107351	C	04/17/2024	35181	DOMINOS PIZZA	168.50
14	00107352	C	04/17/2024	5290	IOWA HIGH SCHOOL ATHLETIC ASSO	100.00
14	00107353	C	04/17/2024	7717	IOWA STRING TEACHERS ASSOC	40.00
14	00107354	C	04/17/2024	8304	IWWL (KWWL.COM)	39.99
14	00107355	C	04/17/2024	5702	MAPLE LANES BOWLING CENTER	2,000.00
14	00107356	C	04/17/2024	1441	MARTIN BROTHERS	552.06
14	00107357	C	04/17/2024	13378	MCKENNA MCNELLY PHOTOGRAPHY INC	742.00
14	00107358	C	04/17/2024	329	NORTHEAST IA CHORAL DIRECTORS ASSOC.	101.00
14	00107359	C	04/17/2024	4522	PEPSI-COLA	1,132.68
14	00107360	C	04/17/2024	5233	STEVE DESERANO	30.00
14	00107361	C	04/24/2024	7222	ADVANTAGE SCREENPRINT & EMBROI	22.00
14	00107362	C	04/24/2024	4060	BEN HIRDLER	176.09
14	00107363	C	04/24/2024	5741	BRYAN FOSTER	120.00
14	00107364	C	04/24/2024	33545	C & J TRAVEL, LLC	990.00
14	00107365	C	04/24/2024	12814	CAMERON CANTRALL	180.00
14	00107366	C	04/24/2024	17442	CHRISTOPHER D KANGAS	215.98
14	00107367	C	04/24/2024	7323	CRAFT COCHRAN SCREENPRINT & EMBROIDERY	1,560.00
14	00107368	C	04/24/2024	10920	DAVID ABKEMEIER	120.00
14	00107369	C	04/24/2024	35181	DOMINOS PIZZA	176.50

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Bank	Check	Type	Date	Vendor	Vendor Name	Amount
14	00107370	C	04/24/2024	12808	DUSKY PHOTOGRAPHY	300.00
14	00107371	C	04/24/2024	13913	DUSTIN D HUGHSON	120.00
14	00107372	C	04/24/2024	7988	EMILY PHILLIPS	120.00
14	00107373	C	04/24/2024	6288	FAREWAY STORES INC	65.94
14	00107374	C	04/24/2024	953	GIBSON SPECIALTY CO	110.00
14	00107375	C	04/24/2024	12847	HOLDEN SEVENING	240.00
14	00107376	C	04/24/2024	13871	IMARI DAVIS	750.00
14	00107377	C	04/24/2024	5325	IOWA CITY WEST	75.00
14	00107378	C	04/24/2024	12439	IRON SHARPENS IRON LLC	750.00
14	00107379	C	04/24/2024	7524	JANE LINDAMAN	100.00
14	00107380	C	04/24/2024	13914	JOSE M FAJARDO	120.00
14	00107381	C	04/24/2024	13405	KADEN BAXTER	111.50
14	00107382	C	04/24/2024	1274	KARENS PRINT RITE	273.40
14	00107383	C	04/24/2024	12308	LINCOLN VORBA	640.00
14	00107384	C	04/24/2024	7972	LOGAN SWAIM	240.00
14	00107385	C	04/24/2024	13911	MARCUS BOWMAN	100.00
14	00107386	C	04/24/2024	1441	MARTIN BROTHERS	349.40
14	00107387	C	04/24/2024	5457	MASON CITY HIGH SCHOOL	300.00
14	00107388	C	04/24/2024	5252	MATT MOSTEK	925.00
14	00107389	C	04/24/2024	4093	MILLIE PHILLIPS	120.00
14	00107390	C	04/24/2024	13393	MITCH ROOSE	120.00
14	00107391	C	04/24/2024	13916	NICHOLAS WENTHE	100.00
14	00107392	C	04/24/2024	4523	PEPSI AMERICAS OF IOWA INC LOCAL CALEND	314.70
14	00107393	C	04/24/2024	3864	RICK HALL	220.00
14	00107394	C	04/24/2024	13910	RUDOLF DEJONG	400.00
14	00107395	C	04/24/2024	13906	RYAN WALTER	240.00
14	00107396	C	04/24/2024	13376	SHANE KIESNER	750.00
14	00107397	C	04/24/2024	10557	SOUTH TAMA CSD	90.00
14	00107398	C	04/24/2024	12834	TERENCE MORIARTY	180.00
14	00107399	C	04/24/2024	6691	WAVERLY SHELL ROCK COMM SCHOOLS	150.00
14	00107400	C	04/24/2024	2698	WILLIAM KAYSER KEMP	120.00
14	00107401	C	04/24/2024	13912	XANDER WELLMAN	120.00
14	00107402	C	04/24/2024	5741	BRYAN FOSTER	100.00
14	00107403	C	04/24/2024	13622	MARCO'S PIZZA	40.00
14	00107404	C	04/25/2024	13921	TIMMIE GILLAM	150.00
14	00107405	C	05/01/2024	1106	HY VEE FOOD STORES CROSSROADS	2,181.00
14	00107406	C	05/01/2024	372	BLACK HAWK COUNTY HEALTH DEPT	150.00
14	00107407	C	05/01/2024	7975	BRIDGETTE KELLUM	240.00
14	00107408	C	05/01/2024	9248	BYTESPEED, LLC	9,100.00
14	00107409	C	05/01/2024	5348	CEDAR FALLS HIGH SCHOOL	60.00
14	00107410	C	05/01/2024	13930	CHAD VAN CLEVE	100.00
14	00107411	C	05/01/2024	13091	CMC NEPTUNE LLC	2,880.00
14	00107412	C	05/01/2024	2111	DAN CAWLEY	120.00
14	00107413	C	05/01/2024	2522	DIKE NEW HARTFORD CSD	100.00
14	00107414	C	05/01/2024	35181	DOMINOS PIZZA	132.25
14	00107415	C	05/01/2024	8085	ELKS LODGE	1,900.00
14	00107416	C	05/01/2024	8720	ERIN ARICKX	4,000.00
14	00107417	C	05/01/2024	310	FAREWAY - EVANSDALE	114.63
14	00107418	C	05/01/2024	13858	FROSTED LLC	400.00
14	00107419	C	05/01/2024	35530	IBRAHIM SABANAGIC	100.00
14	00107420	C	05/01/2024	5289	IOWA HIGH SCHOOL MUSIC ASSOC	819.00
14	00107421	C	05/01/2024	1202	IOWA SPORTS SUPPLY	944.00
14	00107422	C	05/01/2024	13267	KELLY ANGELL	837.09
14	00107423	C	05/01/2024	7972	LOGAN SWAIM	120.00
14	00107424	C	05/01/2024	1441	MARTIN BROTHERS	1,109.24
14	00107425	C	05/01/2024	13916	NICHOLAS WENTHE	120.00
14	00107426	C	05/01/2024	12515	RICO JORDAN	500.00
14	00107427	C	05/01/2024	5973	RUDIS	2,671.20
14	00107428	C	05/01/2024	13906	RYAN WALTER	220.00
14	00107429	C	05/01/2024	24970	TRACEY HULME	179.52
14	00107430	C	05/01/2024	5240	TYLER STRICKLER	120.00
14	00107431	C	05/01/2024	4342	ULTIMATE ENTERTAINMENT IOWA LLC	1,195.00

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Bank	Check	Type	Date	Vendor	Vendor Name	Amount
14	00107432	C	05/01/2024	13698	WAPPINGERS FALLS SHOPPER, INC.	804.00
14	00107433	C	05/01/2024	2279	WALMART / CAPITAL ONE	428.51
Total Bank: 14						\$42,060.33
16	00004208	C	05/07/2024	6699	METEOR EDUCATION, LLC	186,877.06
16	00004209	C	05/07/2024	2105	SWISHER AND COHRT	650.00
Total Bank: 16						\$187,527.06

Total Computer Checks:	\$2,024,366.34
Total Manual Checks:	\$0.00
Total ACH Checks:	\$0.00
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	-\$25,098.83
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,999,267.51
Number of Checks:	374

Batch Year	Batch	Amount
24	001359	-446.52
24	001360	-5.00
24	001416	-447.06
24	001479	-861.39
24	001522	184.00
24	001615	162.45
24	001628	-733.12
24	001637	-370.84
24	001731	1,362.53
24	001801	-6,911.85
24	001819	-15,410.12
24	001843	-25.00
24	001879	13,986.23
24	001889	16,579.43
24	001890	543,592.72
24	001895	131,939.13
24	001902	12,175.51
24	001940	140.00
24	001945	101,142.04
24	001948	150.00
24	001969	213,416.31
24	001973	759.95
24	001974	19,935.93
24	001975	5,368.52
24	001978	10,522.61
24	001979	45,152.19
24	001985	41,792.70
24	001988	4,870.17
24	001989	428.51
24	001991	11,449.04
24	001999	468.64
24	002005	1,232.14
24	002006	2,181.00
24	002030	532,215.29
24	002044	187,527.06
24	002045	125,744.31

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FPREG01A (build 24.4.1.1)

Selection Criteria

Batch Year	24
Begin Date	04/17/2024
End Date	05/07/2024
Include Voids Voided After End Date	Yes
Bank	All
Begin Check	00000000
End Check	99999999
Begin Batch 1	All
End Batch 1	
Begin Batch 2	
End Batch 2	
Begin Batch 3	
End Batch 3	
Begin Batch 4	
End Batch 4	
Begin Batch 5	
End Batch 5	
Role ID	FASADMIN

XII. West High Varsity & JV Football Camp in Dekalb, Illinois

Recommendation

The Superintendent's recommendation is that the Board of Education approve travel for West High's Varsity and JV Football team to travel to Dekalb, Illinois, to attend the 7 on 7 football camp located at Northern Illinois University from June 8-9, 2024.

Contact Person

Andy Mieke, Principal, West High School
Tom Ulses, West High Athletic Director
Lonnie Moore, West High Football Coach
Amy Schmidt, Director of Secondary Education

Details

As provided in the Waterloo Community School District Board of Education Policies and Regulations and Administrative Procedures, policies 604.3 and 604.3-R ("Student Off School Site-Learning") activities involving any student or student groups which require both out-of-state travel and an overnight stay must be approved by the Board of Education.

West High's Athletic Director, Tom Ulses, is seeking approval for West High football athletes and coaches to travel to Northern Illinois University in Dekalb, Illinois, for a 7 on 7 football camp from June 8-9, 2024. The purpose of the trip is to give their athletes and coaches an opportunity to bond as a team outside of Waterloo and develop their skills in a fun-filled atmosphere.

The cost for the camp is \$200 for the team, which will be paid from the West High Football Account which the players have fundraised for.

Supporting Documents



Letter of Recommendation



NIU 7 on 7 Tentative Agenda



Waterloo West Athletics

425 E. Ridgeway Avenue, Waterloo, IA 50702
PH – 319-433-2707 FX – 319-433-2748

April 29, 2024

To: Waterloo Community School District Board of Education

From: Tom Ulses – Director of Athletics
Waterloo West High School

Re: Letter of Support for 2024 Wahawk Football team Out of State Trip

I am writing this letter to serve as administrative support for the West High Football team's trip to Northern Illinois University in Dekalb, Illinois on June 8 and June 9. The team will compete in Northern Illinois' 7 on 7 tournament on June 9th.

This is a valuable opportunity for our team members on multiple levels. The team is able to compete against a variety of schools at the tournament to measure their football skills and growth, and the trip also serves as a team bonding experience since the team will travel by van and stay overnight together on June 8th.

The team also gets to visit the campus and facilities of an NCAA Division I university. Helping students to see the world available to them if they work hard and prioritize the right things is a benefit to this trip that definitely fits our mission of providing opportunities that will help expand the life skills of our students.

As the Athletic Director at West High, and one of our administrators at West High, I support this trip and opportunity for our students.

Thank you for your consideration, and for the continued support you provide for our students.

Tom J Ulses

Tom Ulses
Athletic Director
Waterloo West High School

June 8th-9th.

The 7-on-7 tournament is a one-time fee of \$200, along with all hotel rooms that we will pay from the football account which players fundraising for.

Tentative Agenda

1. **Leave Waterloo on Saturday (June 8) @ noon**
2. **Arrive to check into Hotel at 3:30 pm**
3. **4:30 pm out to dinner**
4. **After dinner, a short practice @ NIU**
5. **Room Check time 10 pm**
6. **Lights out at 10:30 pm**
7. **Wake-up call 7 am**
8. **Leave for breakfast at 7:45 am**
9. **Check-in for the tournament @ 9 am**
10. **Conclusion of the tournament pack up and have food delivered to eat**
11. **Return home 3.5 hours after leaving NIU**

Registration begins at 8:30 am and will get games started at 10 am sharp, with every team guaranteed 5 games everyone should be done between ~3 to 6 pm (Unless you request differently). Our cost has not changed, as it will be \$200 for one team and each additional team is \$100.

Just like in the past, our Big Dog Camp for OL/DL will be on the same days but registration for that is by the individual. For Big Dogs camp it is \$55 per person and they can register at

Please email me directly to sign up, and then we can begin the process of getting your teams registered.

CAMP INFO:

To register for 7 on 7 camp please email Dan Wolfe at dwolfe@niu.edu. **NO WALKUP TEAMS WILL BE PERMITTED.**

The NCAA stipulates that the camp/clinic is open to any and all entrants (limited only by number, age, grade level, and/or gender).

Check-in & Orientation

Check-in will take place in the Yordon Center on the north side of Huskie Stadium from 8:30-9:30 am. A coaches orientation will take place at 9:30 am. Games will begin at 10:00 am.

Fees & Enrollment

Fees will be a non-refundable \$200 for one team per date, the rate for an additional team on the same date is \$100.

Payment must be mailed to NIU before camps with an organizational check only - no personal checks accepted.

Fees include:

20 camp t-shirts & 5 games. All fees must be paid in full in order for the team to participate in the camp.

XIII. Textbook Adoption for High School Health/Advanced Health

Recommendation

The Superintendent's recommendation is that the Board of Education approve the adoption of Comprehensive Health Skills for High School digital licenses and Teacher Editions for six years, in the amount of \$38,625.57 as presented.

Contact Person

Amy Schmidt, Director of Secondary Education
Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

Details

The work to review current practice and align Health standards to ensure a consistent and comprehensive adoption began during the 2021-22 school year. Since that time, teachers looked at various publishers, and received professional development and guidance from experts. The teachers looked at Pearson and Goodheart-Wilcox (G-W) curriculum. The decision was made by teachers to pilot the G-W curriculum this spring.

The digital courseware, Comprehensive Health Skills for High School, fifth edition, published by Goodheart-Wilcox, is to be used in high school Health and Advanced Health courses. This includes a 6-year student suite with Clever SSO- the online textbook, online student workbook and online handouts, assessments, videos, with online interactive student materials are included.

The price quote includes 335 student online learning suites for 6 years with Clever SSO. There is one student suite per student, per semester. The year-long access can be used with different students each semester.


Teacher materials are included in the quote complementary and accessed by teachers with Clever SSO – Extensive Online Instructors Resources. This includes the Teacher's Edition online, plus online PowerPoints, lesson plans, answer keys, course planning guides and skills rubrics, videos, performance tasks and teacher-directed activities, assessments and test banks, activities, and handouts for teachers to use.

Complimentary PD Training:

Complimentary PD training is included in this price quote- an Online Virtual Training for staff is included.

The staff is recommending adoption beginning with the 2024-2025 school year. The total instructional materials adoption for six years is \$38,625.57.

Supporting Documents

 Health Quote



Goodheart-Willcox Publisher

18604 West Creek Drive • Tinley Park • Illinois 60477-6243
Phone: 1.800.323.0440 • Fax: 1.888.409.3900
www.g-w.com • custserv@g-w.com

Duns No. 00517-6706
U.S. Fed I.D. 36-2135994
Canada BN: 855264339

QUOTE

Account Number 0005070200
Quote Number 14697120
Quote Date 5/3/2024

Bill To:

Ship To:

WATERLOO CMTY SCHOOL DISTRICT
1516 WASHINGTON ST
WATERLOO IA 50702-1639

WATERLOO CMTY SCHOOL DISTRICT
SHERICE ORTMAN
1516 WASHINGTON ST
WATERLOO IA 50702-1639

Please refer to your Account Number and Process Number on all correspondence.

Email Address
ortmansh@waterlooschools.org

Process No.	Process Date	Purchase Order Number	Shipped Via			Expiration Date
14697120	5/3/2024	QUOTE: 05/03/24 2:23:15 PM	*** FEDEX GROUND ***			10/31/2024
ISBN	Quantity	Item	Title (©)	List Price	Disc. %	Net Extended Price
9798891181106	335	OLS	OLS COMPREHEN HEALTH HS 6YR EM (2025)	153.64	25.00	38,602.05
9798888179390	6	TE	TE COMPREHENSIVE HEALTH HS (2025) DESK COPY	0.00	.00	0.00
Sub-Total		Sales Tax		Shipping Charge		PAY THIS AMOUNT
38,602.05		0.00		23.52		

Shipping Charges are good for 30 days from date of quote.

Page Number

1 of 1

Tax to be collected is estimated.

Free items available only with purchase of student items direct from Goodheart-Willcox.

Please send tax exemption certificates to taxcert@g-w.com.

BDL Bundle	OG Observation Guide	SG Study Guide
BSK BrightSpace Packet	OIR Online Instructor Resource	SHP Shop Manual
BSL BrightSpace License	OLS Online Learning Suite	TAW Teacher's Annotated Workbook
CCL Common Cartridge License	OSC Online Student Center	TE Teacher's Edition
CCK Common Cartridge Packet	OT Online Textbook	TSE Exam View Test Software
CUR Curriculum Center	PP PowerPoint	TXT Textbook
EBI Ebook Instructor	RCD Instructor's Resource CD	WB Workbook
EBS Ebook Student	SDG Software Design Guide	
LM Lab Manual		

XIV. Textbook Adoption for High School Career, College, and Citizenship (C3)

Recommendation

The Superintendent's recommendation is that the Board of Education approves the six-year adoption of School to Career, 12th Edition digital licenses and textbooks, in the amount of \$82,432.00 as presented.

Contact Person

Amy Schmidt, Director of Secondary Education
Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

Details

The work to review current practice and align C3 to national standards, 21st century skills, and WCSD career pathways began at the beginning of the 2023 school year. Teachers looked at SAVVAS and Goodheart-Wilcox (G-W) curriculum. The preferred publisher was Goodheart-Wilcox based on the resources and module options. The decision was made by teachers to pilot the G-W curriculum this spring.

The price quote includes classroom sets of textbooks, along with a 6-year online student suite that offers online workbooks and activities, online textbooks, videos, online assessments, and updated digital resources. The G-W School to Career, 12th Edition textbooks, plus online with Clever SSO, includes a 25% school district discount.

Instructor Resources: This quote includes Online Instructor Resources complimentary for 6 years for 16 teachers through Clever SSO.

Training: An online live training session is provided at no charge for Waterloo teachers in the summer of 2024 before the start of school.

The staff is recommending adoption beginning with the 2024-2025 school year. The total instructional materials adoption is \$82,432.00.

Supporting Documents



C3 School to Career Quote



Goodheart-Willcox Publisher

18604 West Creek Drive • Tinley Park • Illinois 60477-6243
Phone: 1.800.323.0440 • Fax: 1.888.409.3900
www.g-w.com • custserv@g-w.com

Duns No. 00517-6706
U.S. Fed I.D. 36-2135994
Canada BN: 855264339

QUOTE

Account Number 0005070200
Quote Number 14697101
Quote Date 5/3/2024

Bill To:

Ship To:

WATERLOO CMTY SCHOOL DISTRICT
1516 WASHINGTON ST
WATERLOO IA 50702-1639

WATERLOO CMTY SCHOOL DISTRICT
SHERICE ORTMAN
1516 WASHINGTON ST
WATERLOO IA 50702-1639

Please refer to your Account Number and Process Number on all correspondence.

Email Address
ortmansh@waterlooschools.org

Process No.	Process Date	Purchase Order Number	Shipped Via			Expiration Date
14697101	5/3/2024	QUOTE: 05/03/24 2:09:08 PM	*** FEDEX GROUND ***			10/31/2024
ISBN	Quantity	Item	Title (©)	List Price	Disc. %	Net Extended Price
9781649257390	320	BDL	BDL SCHOOL TO CAREER TX/OLS6 (2023)	229.92	25.00	55,180.80
9781649257345	200	OLS	OLS SCHOOL TO CAREER 6YR EMAIL (2023)	176.24	25.00	26,436.00
Sub-Total		Sales Tax		Shipping Charge		PAY THIS AMOUNT
81,616.80		0.00		815.26		

Shipping Charges are good for 30 days from date of quote.

Page Number

1 of 1

Tax to be collected is estimated.

Free items available only with purchase of student items direct from Goodheart-Willcox.

Please send tax exemption certificates to taxcert@g-w.com.

- | | | |
|------------------------------|--------------------------------|----------------------------------|
| BDL Bundle | OG Observation Guide | SG Study Guide |
| BSK BrightSpace Packet | OIR Online Instructor Resource | SHP Shop Manual |
| BSL BrightSpace License | OLS Online Learning Suite | TAW Teacher's Annotated Workbook |
| CCL Common Cartridge License | OSC Online Student Center | TE Teacher's Edition |
| CCK Common Cartridge Packet | OT Online Textbook | TSE Exam View Test Software |
| CUR Curriculum Center | PP PowerPoint | TXT Textbook |
| EBI Ebook Instructor | RCD Instructor's Resource CD | WB Workbook |
| EBS Ebook Student | SDG Software Design Guide | |
| LM Lab Manual | | |

XV. IXL Learn Adoption for Secondary ELA and Math Classrooms

Recommendation

The Superintendent's recommendation is that the Board of Education approve the purchase of IXL Learning at a cost of \$90,000 as presented.

Contact Person

Amy Schmidt, Director of Secondary Education
Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

Details

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 supplemented core instruction with 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 first year of use, gains in student use and achievement became evident. Correlation data from the diagnostic tool and ISASP became visible, especially in classrooms that regularly used the recommendation wall. The goal is to renew IXL Learning and further integrate use into math and ELA diagnostic use, skills practice, and recovery of unfinished learning to increase student achievement.

A one-year license includes:

- IXL site license (Grades 6-12 for 5,000 students)
- Subjects: Math and ELA
- Cost: \$90,000.00
- K-8 math licenses include complimentary access to IXL's universal screener
- Unlimited instructor accounts
- Staff training

Supporting Documents

 IXL Quote



RENEWAL QUOTE

IXL Learning
 777 Mariners Island Blvd., Suite 600
 San Mateo, CA 94404

QUOTE # 3808478-2024-002-4
 DATE: MAY 7, 2024

TO:
 Jaxon Doland
 Waterloo CSD
 1516 Washington St
 Waterloo, IA 50702

COMMENTS OR SPECIAL INSTRUCTIONS

SALESPERSON	ACCOUNT #	RENEWAL PERIOD	QUOTE VALID UNTIL
Jaclyn Masciana	A22-3808478	June 2, 2024 - June 2, 2025	June 7, 2024

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	IXL site license (Grades 6-12: 5,000 students) Subjects: Math and ELA <i>K-8 math licenses include complimentary access to IXL's universal screener</i> <i>Unlimited instructor accounts included</i>	\$90,000.00	\$90,000.00
SUBTOTAL			\$90,000.00
SALES TAX			--
SHIPPING & HANDLING			--
TOTAL DUE			\$90,000.00

Ordering instructions

We accept payment by purchase order, check, or credit card. To submit a purchase order for this quote, [click here](#) or go to <http://www.ixl.com/po-upload> and enter quote # 3808478-2024-002-4. For international accounts, we can accept wire transfers for an additional fee.

XVI. Joint Education Service Agreement between Hawkeye Community College and Waterloo Community School District

Recommendation

The Superintendent's recommendation is that the Board of Education approve the Joint Education Service Agreement for the summer 2024 and fall 2024-25 school year.

Contact Person

Amy Schmidt, Director of Secondary Education
Sherice Ortman, Coordinator of Secondary Curriculum and Advanced Programs

Details

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 2024 - 2025 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.

A copy of the Joint Service Agreement will be provided to board members prior to Monday's board meeting.

Supporting Documents



Joint Education Service Agreement with HCC

JOINT EDUCATION SERVICE AGREEMENT

Between

HAWKEYE COMMUNITY COLLEGE

and

WATERLOO COMMUNITY SCHOOL DISTRICT

Appendix A: Approved Courses for the 2024-25 Academic Year

2024-25 Summer College Credit Program

Course Number and Title
AUT-106 Intro to Automotive Technology
AUT-109 Intro to Automotive Technology II
BIO-151 Nutrition*
CRJ-100 Intro to Criminal Justice*
CRJ-141 Criminal Investigation*
HSC-168 Nurse Aide
PSY-111 Intro to Psychology*
SPC-101 Fundamentals of Oral Comm*

2024-25 Fall and Spring Semester Courses

Course	CPF Request	Course	CPF Request
ACC-115 Intro to Accounting		FIN-121 Personal Finance	
ACC-116 Intro to Accounting II		FIR-213 Principles of Emergency Services	
AGM-111 Gas Engine Rebuild		GRA-105 Drawing and Composition	
AUT-106 Intro to Automotive Technology		GRA-133 Desktop Publishing	
AUT-109 Intro to Automotive Tech II		GRA-142 Graphic Imaging	
AUT-164 Automotive Engine Repair		HCM-240 Menu Planning and Design	
BIO-151 Nutrition*		HCM-336 Event Planning and Customer Service	
BIO-154 Human Biology*		HCM-608 Introduction to Hospitality	
BIO-168 Hum Anat & Physiology I w/Lab*		HIS-151 U.S. History to 1877*	
BIO-173 Human Anatomy & Physiology II*		HIS-152 U.S. History Since 1877*	
BUS-102 Intro to Business*		HSC-113 Medical Terminology	
CIS-121 Intro To Programming Logic		HSC-168 Nurse Aide	
CIS-303 Introduction to Database		MAT-156 Statistics*	
CRJ-100 Intro to Criminal Justice*		MFG-107 Intro to 3D Modeling	
CRJ-200 Criminology*		MFG-122 Machine Trade Printreading I	
ECE-103 Intro To Early Childhood Educ*		MFG-157 Intro to CNC Programming I	
ECE-133 Child Health, Safety, & Nutr*		MFG-211 Basic Machine Theory	
ECE-158 Early Childhood Curriculum I*		MGT-101 Principles of Management	
ECE-243 Early Childhood Guidance*		MGT-110 Small Business Management	
EDU-210 Foundations of Education*		MKT-110 Principles of Marketing	
EDU-246 Including Diverse Learners*		MKT-140 Principles of Selling	

EDU-255 Technology in the Classroom*		MKT-198 Sports Marketing	
EDU-901 Academic Service Learning Exp*		MMS-105 Audio Production	
EMS-363 Emergency Medical Technician I		MMS-111 Video Production I	
EMS-364 Emergency Medical Tech II		NET-178 Intro to Cyber Security	
EMS-365 Emergency Medical Tech II Clin		PHT-108 Camera I	
ENG-105 Composition I*	Yes	SPC-101 Fundamentals of Oral Comm*	Yes
ENG-106 Composition II*	Yes	WDV-102 Intro To Web Development	

*Denotes Arts and Science course

XVII. WEA Contract Agreement, 2024-2026

Recommendation

The Superintendent's recommendation is that the Board of Education approve the proposed agreement with the Waterloo Education Association (WEA) for the 2024-2025 school year and the 2025-2026 school year.

Contact Person

Anthony Spurgetis, Chief Human Resources Officer
Jeff Sommerfeldt, Chief Financial Officer

Details

The Waterloo Schools and the Waterloo Education Association (WEA) have reached a tentative agreement which includes:

- Base Wages:
 - 2024-25: step movement and longevity for all eligible employees and a \$425 (3.0%) base increase
 - 2025-26: step movement and longevity for all eligible employees and a \$480 (3.0%) base increase
- Employee handbook updates provided by the District by May 15, 2024, with subsequent opportunity for the Association to review, discuss and provide additions/updates through the WEA Labor Management Committee (LMC)
- Review of the salary schedule, including steps, lanes and longevity, with recommendations provided to the District by the LMC prior to 2026-27 negotiations

Supporting Documents



WEA Tentative Agreement 2024-2026

**TENTATIVE AGREEMENT BETWEEN
WATERLOO COMMUNITY SCHOOL DISTRICT AND
WATERLOO EDUCATION ASSOCIATION
MAY 3, 2024**

The parties agree to the current contract except for the following:

Duration – July 1, 2024 through June 30, 2026.

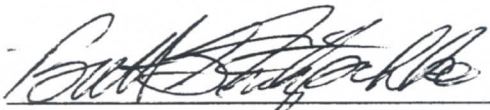
Base Wages – For the 2024-25 contract, step movement for all eligible employees, longevity for all eligible employees, and a \$425 base increase (3.00% increase).

For the 2025-26 contract, step movement for all eligible employees, longevity for all eligible employees, and a \$480 base increase (3.00% increase).

The District's Human Resources Director will update the employee handbook and provide a copy to the Association with the updated handbook on or before May 15, 2024. The District and the Association review, discuss, and provide additions and updates to the employee handbook through the Labor Management Committee.

The District and the Association will review the salary schedule, including steps, lanes, and longevity through the Labor Management Committee and the Labor Management Committee will any recommendations to the District and Association regarding changes to the current salary schedule no later than the commencement of negotiations for the 2026-27 contract.

Update all dates as necessary.



District Representative



Association Representative

XVIII. WESP Contract Agreement, 2024-2027

Recommendation

The Superintendent's recommendation is that the Board of Education approve the proposed agreement with the Waterloo Educational Support Personnel (WESP) for the 2024-2025, 2025-2026 and 2026-2027 school years.

Contact Person

Anthony Spurgetis, Chief Human Resources Officer
Jeff Sommerfeldt, Chief Financial Officer

Details

The Waterloo Schools and the Waterloo Educational Support Personnel (WESP) have reached a tentative agreement which includes:

- Base Wages:
 - 2024-25: a 48¢/hour across the board increase to wages, step movement and longevity (3.02% wage increase)
 - 2025-26: reopen the contract for base wages
 - 2026-27: reopen the contract for base wages

Supporting Documents



WESP Tentative Agreement 2024-2027

**TENTATIVE AGREEMENT BETWEEN
WATERLOO COMMUNITY SCHOOL DISTRICT AND
WATERLOO EDUCATIONAL SUPPORT PERSONNEL
APRIL 30, 2024**

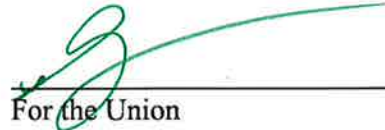
The parties agree to current contract on all provisions, except the following agreed upon changes:

Duration – July 1, 2024 through June 30, 2027.

Base Wages – A 48 cent per hour across the board increase to wages, step movement, and longevity (3.02% wage increase) and reopen the contract for base wages for 2025-26 and for 2026-27.



For the District



For the Union

XIX. Board Policy Changes - First Reading

Contact Person

Pam Arndorfer, Assistant to the Superintendent/Board Secretary

Details

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

Number Title

- 404.1 Licensed Employee Qualifications, Recruitment and Selection
- 602.65 Parent and Family Engagement Districtwide Policy
- 605.8 Artificial Intelligence in the Educational Environment

FOR INFORMATION ONLY

Supporting Documents



First Reading Policies

RECRUITMENT AND SELECTION OF LICENSED EMPLOYEES LICENSED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a licensed position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," will have an opportunity to apply and qualify for licensed positions in the school district in accordance with applicable laws and school district policies regarding equal employment. Job applicants for licensed positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state license if required for the position.

All job openings shall be submitted to the Iowa Workforce Development for posting on IowaWORKS.gov, the online state job posting system. Additional announcements of the position may occur in a manner which the superintendent or superintendent's designee believes will inform potential applicants about the position. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who will be directly supervising and overseeing the person being hired.

The Board will employ licensed employees after receiving a recommendation from the superintendent. The superintendent, however, will have the authority to employ a licensed employee on a temporary basis until a recommendation can be made and action can be taken by the Board on the position.

~~The Board of Education realizes that the quality of an educational system is dependent upon the employment and retention of high quality personnel. Salary schedules shall be designed so as to place the Board in a position to compete with comparable Iowa communities for both beginning and experienced personnel.~~

~~Recruitment of personnel for the Waterloo Community School District shall be the responsibility of the Chief Officer of Human Resources and Equity.~~

~~The Board will employ licensed employees after receiving a recommendation from the Superintendent. The Superintendent may hire teachers in accordance with the Code of Iowa in those instances necessitating prompt action, without approval from the Board, and will be so noted in personnel exhibits.~~

Legal Ref.: 29 U.S.C. §§ 621-634
 42 U.S.C. §§ 2000e, 12101 ~~et seq~~
 Iowa Code §§ 20; 35C; 84A.6; 216; 279.13
 281 I.A.C. 12.
 282.I.A.C. 14.
~~1980 Op. Att'y Gen. 367.~~

PROPOSED

404.1

Cross Ref.: 103.0 Nondiscrimination
402.4 Equal Employment Opportunity/Affirmative Action

ADOPTED: 12/12/83
6/11/90
6/13/94
2/28/00
10/8/01
10/13/08

Reviewed: 5/94, 2/2/00, 9/7/01, 4/8/04, 9/4/08, 10/4/12, 9/4/18

Policy 405.02: Licensed Employee Qualifications, Recruitment, Selection

Status: ADOPTED

Original Adopted Date: 03/09/2022 | **Last Revised Date:** 03/28/2024 | **Last Reviewed Date:** 03/28/2024

Persons interested in a licensed position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," will have an opportunity to apply and qualify for licensed positions in the school district in accordance with applicable laws and school district policies regarding equal employment. Job applicants for licensed positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state license if required for the position.

All job openings shall be submitted to the Iowa Workforce Development for posting on lowaWORKS.gov, the online state job posting system. Additional announcements of the position may occur in a manner which the superintendent believes will inform potential applicants about the position. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who will be directly supervising and overseeing the person being hired.

The board will employ licensed employees after receiving a recommendation from the superintendent. The superintendent, however, will have the authority to employ a licensed employee on a temporary basis until a recommendation can be made and action can be taken by the board on the position.

NOTE: This is a mandatory policy. Marital status is not a protected class for employees. The class may be added at the discretion of the board. Boards may delegate the hiring of teachers to the superintendent. If the board decides to do so, the delegation must be in board policy so boards should either accept the language in the board policy or develop their own.

NOTE: Boards should adapt IASB sample policies to meet the needs of the local district. Please ensure that the language contained in local policy is consistent with language contained in other district documents (e.g., handbooks, master contracts, etc.).

Legal Reference: 29 U.S.C. §§ 621-634
42 U.S.C. §§ 2000e, 12101 *et seq.*
Iowa Code §§ 20; 35C; 84A.6(4)(b)216; 279.13.
281 I.A.C. 12.
282 I.A.C. 14.

I.C. Iowa Code References

Iowa Code § 20	Collective Bargaining
Iowa Code § 216	Civil Rights Commission
Iowa Code § 279.13	Directors - Powers and Duties - Contracts with Teachers
Iowa Code § 35C	Veterans Preference
Iowa Code § 84A.6	Job placement and training program

I.A.C. Iowa Administrative Code References

281 I.A.C. 12	General Accreditation Standards
282 I.A.C. 14	Educational Examiners - Special Education Endorsements

U.S.C. - United States Code References

Description

29 U.S.C. §§ 621
42 U.S.C. § 12101
42 U.S.C. § 2000e

[Labor - Age Discrimination](#)
[Public Health - Equal Opportunity - Disabilities](#)
[Public Health - EEO Civil Rights - Definitions](#)

Cross References

401.01
401.03
401.06
405.01
405.03
405.07
405.08
410.01

Description

[Equal Employment Opportunity](#)
[Nepotism](#)
[Limitations to Employment References](#)
[Licensed Employee Defined](#)
[Licensed Employee Individual Contracts](#)
[Licensed Employee Transfers](#)
[Licensed Employee Evaluation](#)
[Substitute Teachers](#)

PARENT AND FAMILY ENGAGEMENT DISTRICTWIDE POLICY

Parent and family engagement is an important component in a student's success in school. The Board encourages parents and families to become involved in their child's education to ensure the child's academic success. In order to facilitate parent and family involvement, it is the goal of the district to conduct outreach and implement programs, activities and procedures to further involve parents and families with the academic success of their students. The board will:

1. Involve parents and families in the development of the Title I plan, the process for school review of the plan and the process for improvement by:
 - a. Providing information about standards and assessments.
 - b. Providing training and materials for parents to help their child(ren).
 - c. Educating school personnel about involving parents and the value of parent contributions.
 - d. Inviting participation in stakeholder groups and in-person meetings where parents give input and feedback.
2. Provide the coordination, technical assistance and other support necessary to assist and build the capacity of all participating schools in planning and implementing effective parent and family involvement activities to improve student academic achievement and school performance by:
 - a. Providing ongoing professional development regarding parent and family engagement.
 - b. Partnering with community groups as a means to engage families more creatively and successfully.
3. To the extent feasible, coordinate and integrate parent and family engagement strategies under Title I with parent and family engagement strategies outlined in other relevant Federal, State, and local laws and programs by:
 - a. Developing roles for community organizations and businesses to work with parents and schools.
 - b. Working with local public preschool programs, Head Start programs, local library programs, and special education programs (IDEA).
 - c. Coordinating with the local backpack program to offer support to students that are food insecure, especially over the weekends.
4. Conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of the school served including identifying: barriers to greater participation by parents in Title I activities (with particular attention to low-income parents, Limited English Proficient (LEP) parents, parents of any racial or ethnic minority, parents with disabilities and parents with limited literacy); needs of parents and family to assist their children's learning; and strategies to support successful school and family interactions by:
 - a. Ensuring parents and families have a voice through the use of surveys, focus groups and open discussion groups for evaluation.
 - b. Using evaluation tools and methods which identify the type and frequency of school-home interactions and the needs of parents and families to better support and assist their children in learning.

- 5. Use the findings of the annual evaluation to design strategies for more effective parent and family involvement and to revise, as necessary, the parent and family involvement policies by:
 - a. Using the findings to help uncover best practices which are working and adapting those ideas to the District and individual school needs.
- 6. Involve parents and families in Title I activities by:
 - a. Establishing a parent advisory committee comprised of a sufficient number and representative group of parents or family members to adequately represent the needs of the population.
 - b. School staff sustaining long-term effective relationships with parents and the community that are focused on student learning and increasing student academic success.
 - i. Staff have the knowledge and skills they need to effectively and meaningfully involve parents in the education of their children.
 - ii. Schools provide a variety of ways parents can stay connected to their child’s education.
 - iii. Meaningful communication is facilitated among staff, parents, and the community.
 - c. Ensuring parents have a clear understanding of what their children will learn (know and be able to do) at each grade level, and will be given the information and tools necessary to support their child’s education.
 - d. Engaging community organizations/agencies/and businesses as key partners in supporting parent’s capacity to be involved in their child’s education as well as extending the number of caring adults that focus on improving student learning.

The district shall involve parents in determining how to allocate reserved Title I funds in accordance with applicable laws.

The board will review this policy annually. The superintendent is responsible for notifying parents and families of this policy annually or within a reasonable time after it has been amended during the school year. The superintendent may develop an administrative process or procedures to implement this policy.

Legal Ref: 20 U.S.C. §6318

ADOPTED: 1/25/99
 1/27/03
 12/10/18

Reviewed: 12/11/98, 5/2/02, 2/3/05, 9/14/06, 1/8/09, 6/6/13, 9/4/18, 11/1/18

TITLE I PARENT AND FAMILY ENGAGEMENT

~~Federal Law 103-382 affirms the principle that parental involvement is a vital part of the Title I Program.~~

~~It is the policy of *Waterloo Community Schools* that parents of participating children shall have the opportunity to be involved jointly in the development of the district plan and in the district's review process for the purpose of school improvement. Recognizing that parental involvement is the key to academic achievement, we seek to involve parents in an effective home-school partnership that will provide the best possible education for our students.~~

~~The district provides coordination, technical assistance, and other supports necessary to aid in the planning and implementation of parent involvement activities. The district encourages parent involvement and supports this partnership through multiple avenues.~~

~~To support our Title One families regarding appropriate and available services, we~~

- ~~a) Provide information about standards and assessments;~~
- ~~b) Provide training and materials for parents to help their children;~~
- ~~c) Educate school personnel about involving parents and the value of parent contributions;~~
- ~~d) Develop roles for community organizations and businesses to work with parents and schools.~~

~~The district shall conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of the parental involvement policy in improving the academic quality of the school served. Issues addressed shall include identifying barriers to greater participation by parents in Title I activities (with particular attention to low-income parents, Limited English Proficient [LEP] parents, minorities, parents with disabilities and parents with low literacy) and use the findings of such evaluation to design strategies for more effective parental involvement and to revise, as necessary, the parental involvement policies.~~

Policy 505.08: Parent and Family Engagement District-Wide Policy (Formerly Parental Involvement)

Status: ADOPTED

Original Adopted Date: 03/10/2022 | Last Reviewed Date: 03/10/2022

Parent and family engagement is an important component in a student's success in school. The board encourages parents and families to become involved in their child's education to ensure the child's academic success. In order to facilitate parent and family involvement, it is the goal of the district to conduct outreach and implement programs, activities and procedures to further involve parents and families with the academic success of their students. The board will:

(In each of the following six items, the board must describe within this policy how it will accomplish each of the items. This mandatory policy is not complete without providing specific information for each of these six categories.)

(1) *Involve parents and families in the development of the Title I plan, the process for school review of the plan and the process for improvement by:*

(2) *Provide the coordination, technical assistance and other support necessary to assist and build the capacity of all participating schools in planning and implementing effective parent and family involvement activities to improve student academic achievement and school performance by:*

(3) *To the extent feasible, coordinate and integrate parent and family engagement strategies under Title I with parent and family engagement strategies outlined in other relevant Federal, State, and local laws and programs by:*

(4) *Conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of the school served including identifying: barriers to greater participation by parents in Title I activities (with particular attention to low-income parents, Limited English Proficient (LEP) parents, parents of any racial or ethnic minority, parents with disabilities and parents with limited literacy); needs of parents and family to assist their children's learning; and strategies to support successful school and family interactions by:*

(5) *Use the findings of the annual evaluation to design strategies for more effective parent and family involvement and to revise, as necessary, the parent and family involvement policies by:*

(6) *Involve parents and families in Title I activities by:*

The district shall involve parents in determining how to allocate reserved Title I funds in accordance with applicable laws.

The board will review this policy annually. The superintendent is responsible for notifying parents and families of this policy annually or within a reasonable time after it has been amended during the school year. The superintendent may develop an administrative process or procedures to implement this policy.

NOTE: This is a mandatory policy and accompanying regulation. The intent of this portion of Every Student Succeeds Act is that districts will uniquely tailor this policy in a manner and format that suits the needs of their individual community. As a result, there are underlined spaces within this policy that indicate areas where the district should add their own plans after having taken the steps to collaborate with parents and families. This policy is not complete without the necessary description of how each district intends to implement the policy.

Legal Reference: 20 U.S.C. §6318

U.S.C. - United States Code References

20 U.S.C. §6318

Description

[Education - Parent and Family Engagement](#)

Cross References

903.02

Description

[Community Resource Persons and Volunteers](#)

ARTIFICIAL INTELLIGENCE IN THE EDUCATIONAL ENVIRONMENT

The district believes that to adequately prepare modern learners for the future, advances in technology should first be explored within the education environment. At its most simple, generative artificial intelligence (AI) is automation based on association. AI tools analyze large amounts of information and detect patterns using that information to draw a conclusion. The AI tools then improve the conclusions drawn based upon additional data reviewed, patterns found, and prior conclusions drawn. Generative AI for the education environment has the potential to automate classroom organizational tasks, enhance individualized student learning, teaching, assessment of student learning, and even enhance research and professional development for educators.

However, generative AI tools can be vulnerable to inaccuracy in some significant ways. AI tools can: have bias in how the tools detect patterns; detect patterns/draw conclusions based on inaccurate data; and may not be fully accessible to students to differing abilities. It is valuable for students to understand the potential uses and limitations of this imperfect technology in an educational environment where AI tools have been carefully selected and are monitored and reviewed within appropriate guidelines. For this reason, human oversight and decision making must lead the selection, use, and review of AI tools in the education environment.

Only humans can verify the accuracy of AI tools and apply proper context to any information generated from them. AI tools will never be the sole determining factor used to make decisions related to student learning, assessment, academic integrity, and behavior. All decisions must be made by appropriate licensed staff and based upon a holistic analysis of available evidence.

Privacy must be protected when using generative AI tools. AI draws conclusions based on analysis of data. No personally identifiable information about other students or staff should be shared with AI tools that may share information outside the tool itself or have privacy policies which allow for prompts to be used to train the AI model.

Use of AI tools by students and staff will be at all times appropriate to the educational environment and subject to all applicable laws, regulations and policies. This includes but is not limited to the Family Education Rights and Privacy Act, Children's Internet Protection Act, and the Children's Online Privacy Protection Rule; as well as district policies on student conduct, copyright protections, student records, personnel records, bullying and harassment, and staff/student expression.

The Superintendent, working in collaboration with relevant staff, will develop regulations necessary to carry out the intent of this policy.

Legal Ref.: 16 C.F.R. 312
34 C.F.R. pt. 99
47 C.F.R. 54.520
Iowa Code § 279.8

NEW

605.8

ADOPTED:

Reviewed:

Policy 605.08: Artificial Intelligence in the Educational Environment

Status: ADOPTED

Original Adopted Date: 12/19/2023 | Last Reviewed Date: 12/19/2023

The district believes that to adequately prepare modern learners for the future, advances in technology should first be explored within the education environment. At its most simple, generative artificial intelligence (AI) is automation based on association. AI tools analyze large amounts of information and detect patterns using that information to draw a conclusion. The AI tools then improve the conclusions drawn based upon additional data reviewed, patterns found, and prior conclusions drawn. Generative AI for the education environment has the potential to automate classroom organizational tasks, enhance individualized student learning, teaching, assessment of student learning, and even enhance research and professional development for educators.

However, generative AI tools can be vulnerable to inaccuracy in some significant ways. AI tools can: have bias in how the tools detect patterns; detect patterns/draw conclusions based on inaccurate data; and may not be fully accessible to students to differing abilities. It is valuable for students to understand the potential uses and limitations of this imperfect technology in an educational environment where AI tools have been carefully selected and are monitored and reviewed within appropriate guidelines. For this reason, human oversight and decision making must lead the selection, use, and review of AI tools in the education environment.

Only humans can verify the accuracy of AI tools and apply proper context to any information generated from them. AI tools will never be the sole determining factor used to make decisions related to student learning, assessment, academic integrity, and behavior. All decisions must be made by appropriate licensed staff and based upon a holistic analysis of available evidence.

Privacy must be protected when using generative AI tools. AI draws conclusions based on analysis of data. No personally identifiable information about other students or staff will be shared with AI tools, without prior written consent from the parent or guardian of the student, or from the student/staff if applicable. Permission must be granted prior to students using open-source AI tools that may share information outside the tool itself, and with any entities outside the control of the privacy terms and conditions of the AI tool.

Use of AI tools by students and staff will be at all times appropriate to the educational environment and subject to all applicable laws, regulations and policies. This includes but is not limited to the Family Education Rights and Privacy Act, Children's Internet Protection Act, and the Children's Online Privacy Protection Rule; as well as district policies on student conduct, copyright protections, student records, personnel records, bullying and harassment, and staff/student expression.

The Superintendent, working in collaboration with relevant staff, will develop regulations necessary to carry out the intent of this policy.

NOTE: This policy is discretionary and can be adapted to suit the needs of your district. AI is an umbrella term. Nearly all districts already utilize classroom management software, collaboration software and other technologies within the district that use AI technology in some fashion. The intent of this policy is to address the use of generative and open-source AI tools more specifically in the education setting, and what limitations and protections will be built into that process.

Legal References:
16 C.F.R. 312
34 C.F.R. pt. 99
47 C.F.R 54.520
Iowa Code § 279.8

I.C. Iowa Code References

Iowa Code § 279.8

Description

[Directors - General Rules - Bonds of Employees](#)

C.F.R. - Code of Federal Regulations References

16 C.F.R. 312

[Children's Online Privacy Protection Rule](#)

34 C.F.R. Pt. 99
47 C.F.R. 54.520

[Education - Family Rights and Privacy](#)
[Communications - Children's Internet Protection Act](#)

Cross References

104

[Anti-Bullying/Harassment Policy](#)

104-R(1)

[Anti-Bullying/Harassment Policy - Investigation Procedures](#)

104-E(1)

[Anti-Bullying/Harassment Policy - Complaint Form](#)

104-E(2)

[Anti-Bullying/Harassment Policy - Witness Disclosure Form](#)

104-E(3)

[Anti-Bullying/Harassment Policy - Disposition of Complaint Form](#)

506.01

[Education Records Access](#)

506.01-R(1)

[Education Records Access - Regulation](#)

506.01-E(1)

[Education Records Access - Request of Nonparent for Examination or Copies of Education Records](#)

506.01-E(2)

[Education Records Access - Authorization for Release of Education Records](#)

506.01-E(3)

[Education Records Access - Request for Hearing on Correction of Education Records](#)

506.01-E(4)

[Education Records Access - Request for Examination of Education Records](#)

506.01-E(5)

[Education Records Access - Notification of Transfer of Education Records](#)

506.01-E(6)

[Education Records Access - Letter to Parent Regarding Receipt of a Subpoena](#)

506.01-E(7)

[Education Records Access - Juvenile Justice Agency Information Sharing Agreement](#)

506.01-E(8)

[Education Records Access - Annual Notice](#)

605.05

[School Library](#)



May 13	Board Meeting	5:00pm
May 14	Gold Star Awards Ceremony Gallagher-Bluedorn PAC	7:00pm
May 15	Retirement Reception Waterloo Career Center	5:00pm
May 27	Memorial Day – All Offices/Buildings Closed <i>(NOTE: No Board Meeting 5/27)</i>	
May 28	Work Session: Transportation/Activities	5:00pm
May 30	Last Day of School	
June 10	Board Meeting Waterloo Career Center	5:00pm
July 8	Board Meeting Waterloo Career Center	5:00pm

High School Graduations

- West – Tuesday, May 21, 6pm, McLeod Center
- East – Wednesday, May 22, 6pm, McLeod Center
- Expo – Thursday, May 23, 6pm, Expo Alternative Learning Center