



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
Amy Schmidt, Executive Director of Teaching & Learning
J.T. Anderson, Chief Financial Officer / Board Treasurer
Sam Kreassig, Interim Director of Human Resources
Pam Arndorfer, Assistant to the Superintendent / Board Secretary

I. Call to Order

President Williams called the regular meeting to order at 6:16pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools mission statement was read by Director Ewing.

V. Information from Individuals and Delegations

- Emma, 231 Lichty Blvd., Waterloo - spoke about her school librarian and the many ways she helps the students at her school.
- Kristen Hinders, 712 Wildwood Road, Waterloo - spoke about the value of school librarians and asked the Board to look for alternatives to cuts.
- Micki Hartwig, staff member - spoke against the reduction of school librarians, stating it would have a big impact on students; she also believes additional cuts could be made at the ESC.

- Elaina Cafarro - 1955 Red Tail Drive, Waterloo - spoke in support of school librarians and the impact they have on students developing a love of reading.
- Sheritta Stokes, 906 Melrose Drive, Waterloo - as a 25-year staff member, spoke in support of school librarians and the positive impact they have on student reading which can lead to further successes.
- Aerz Johnson, student - spoke in support of school librarians stating that librarians make "all the difference" and foster a sense of belonging in libraries.
- Belinda Creighton Smith, 416 Oliver Street, Waterloo - spoke in support of school librarians and family support workers. She expressed the need to value our students first and spoke of a gap between administrative staff and those who work in the buildings, believing the District too top heavy.
- Theo Tepaske, 302 Sunnyside Avenue, Waterloo - as a West High graduate, spoke in support of school librarians; he stated the library is a place for research and students need librarians to help.
- Matt Gibbon, 241 Lichty, Waterloo - spoke in support of school librarians. As a successful business owner with a library in his office, he shared his desire to hire individuals who can read and understand. He also shared that his children are very upset about librarian cuts.
- Shuab Meacham, Waterloo - stated that comprehensive support is part of the school district mission statement; he questioned how this can be done while cutting librarians.
- Sherry Davis, 6516 Lafayette Road, Raymond - spoke in support of school librarians and shared the impact they have had on her son.
- Glen Anderkay, 316 Prospect, Waterloo - spoke in support of school librarians and stated he would be ashamed of the District's performance on standardized scores.
- Anders Elliott-Ott, 344 Maryland Avenue, Waterloo - spoke in support of school librarians, stating that they play a fundamental role in the community.
- Virginia Wilber, 231 Lichty Blvd, Waterloo - urged the Board to reach out for community support and listen to the voices of the students, parents, and teachers.
- Foster Schneider, Augusta Circle, Waterloo - asked the Board to reconsider as librarians are one of the best teachers in his school.
- Todd Obadal, 124 Amity Drive, Waterloo - stated he is hearing transparency over and over, but people continue to be blindsided. He stated that the most popular things get cut - librarians being one of them.
- Michael Chapman, 2671 Deere Road, Waterloo - thanked the Board for extending the bid date for the high school project. He also encouraged the Board to consider the town hall idea to further community involvement and gain outside perspective.
- Willhelmina Hines, 337 Monroe, Waterloo - spoke in support of building subs as they play a vital role in building day-to-day relationships, as well as cover for many subbing needs.
- Danielle Putz, community member, parent, educator over 15 years - stated that her family moved here because they believe in Waterloo Schools. She shared the impact school librarians have had on her children and wonder who will fill that role when there are no longer school librarians.
- Missy Denning, 1007 Baltimore Street, Waterloo - spoke about media center placement in the heart of the building (Irving), serving as a central point in the learning of all students, and believe cutting media specialists is not the right way to go. She also stated there was a lack of transparency in this decision.
- Mike Henning, 138 Sidehill Drive, Waterloo - spoke in support of school librarians, stating that it's not just about the books, but spoke of the technology involved as well.
- Shawn Brauer, staff member - stated she chose the diversity & equity of Waterloo

Schools. She spoke in support of school librarians as they have the opportunity to impact every student in the building over the course of several years and can see potential issues at a very early age.

- Janice Wheeler, 929 Home Park Blvd, Waterloo - spent 18 years as teacher and spoke to the positive impact school librarians have. She encouraged board members to visit the school media centers for a firsthand view of what happens there.
- Doris Dedrick, 2009 City View Street, Waterloo, staff member - spoke in support of Family Support Workers and the many ways they impact the students and families in the District, helping them to be successful.
- Gina Frazier-McCutchison, staff member - referred to an email sent to board members earlier today and asked the Board to reconsider reducing the number of Family Support Workers.
- Jodi McKinstry, 930 Kingsley, Waterloo - stated she is concerned about the future and believes cuts happening now will have an impact of current students and graduates wanting to return to Waterloo.
- Brittany Gleiter, Waterloo - parent of three students in Waterloo Schools and wants to keep her kids here; she encouraged the Board to find ways to keep the school librarians.

VI. Board Celebration - Waterloo Schools Athletics

This item was presented as Information Only. Dan Huff, District Director of Athletics & Activities, shared information about the many successes of Waterloo High School winter athletic teams.

VII. School Presentation - Orange Elementary

This item was presented as Information Only. Ross Bauer, Orange Elementary Principal, and two students provided information about Orange's Leader in Me program. They shared about the many different leadership opportunities available to students at Orange. Orange Elementary is celebrating their recent recertification as a LIM Lighthouse school, which they have been for 9 years.

VIII. West High Journalism Student Celebrations and Approve Travel to Seattle, WA

The Superintendent's recommendation is that the Board of Education approve travel for West High Journalism students and their Adviser to attend the JEA/NSPA National Journalism Conference in Seattle, WA, from April 24-26, 2025.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Nicole Goodman, West High Yearbook and Wahawk Insider Adviser, along with several journalism students, shared information and thanked the Board for their continued support.

IX. Consent Agenda

The Superintendent's recommendation is that the Board of Education approve the Consent Agenda including items i through v as presented.

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

i. Approval of Minutes: March 10, 2025, Regular Board Meeting

ii. Personnel Appointments and Adjustments

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

iv. 28e Agreement between Denver CSD and Waterloo Career Center (WCC)

v. Set Date of Public Hearing for the Hoover Middle School Track & Field Project and Approve Publication of Notice to Bidders

vi. Set Date of Public Hearing for Sale or Disposal of Real Property

The Superintendent's recommendation is that the Board of Education approve the date of April 14, 2025, for a public hearing to consider the sale or disposal of surplus real property in accordance with Section 297.22 of the Code of Iowa.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Board members Astor Williams and Lyle Schmitt, along with Superintendent Dr. Jared Smith, provided information. They shared that as part of the District's efforts to reduce costs and create some income potential, several properties will be considered for disposal in future months.

vii. Amend Date of Public Hearing for the Waterloo High School Project

The Superintendent's recommendation is that the Board of Education amend the date of Public Hearing for the Waterloo High School project from April 14, 2025, to April 28, 2025, at 5:00pm.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Dr. Jared Smith, Superintendent, provided information. He stated that an additional two weeks were added to the bidding window, which required the public hearing to be moved back two weeks.

X. Technology Purchase

The Superintendent's recommendation is that the Board of Education approve the purchase of 2590 chromebooks at a total cost of \$799,756.55.

Motion made by: Janelle Ewing

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Matt O'Brien, Director of Technology, provided information.

XI. Board Policy Changes - First Reading

This item was presented as Information Only. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information on the following policies which were brought forth for First Reading:

Number	Title
102.0	Equal Educational Opportunity
401.01	Equal Employment Opportunity
801.05	Approval Process for Change Orders

XII. Superintendent's Report

- The District recently received the latest high school graduation and drop out data. The information is embargoed at this time, but the numbers are looking good, and we are heading in the right direction "Post-Covid."
- This flu season has been the most intense in the US in over a decade. This would make us think we would be experiencing higher levels of absenteeism, when, in fact, we are 8% ahead of where we were last year at this same time.
- There are a lot of really good things happening in our District - let's not lose sight of this!

XIII. Information from Board Members

Each Board member was given the opportunity to comment.

XIV. Adjourn

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

Motion made by: Stacie Mills

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

The meeting adjourned at 9:27 pm.

Pamela G. Arndorfer, Board Secretary