



## MEETING MINUTES

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### Attendance

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#### 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 meeting to order at 5:04pm.

### II. Moment of Silence

### III. Pledge of Allegiance

### IV. Mission Statement

The Waterloo Schools mission statement was read by Director Mills.

### V. Public Hearing for Sale or Disposal of Real Property (Greenbrier Plat)

The Public Hearing for Sale or Disposal of Real Property (Greenbrier Plat) was declared open at 5:07pm. No public comments were brought forth.

The Superintendent's recommendation is to close the Public Hearing for the Sale or Disposal of Real Property (Greenbrier Plat).

Motion made by: Jesse Knight  
Motion seconded by: Stacie Mills  
Astor Williams - Yes  
Lyle Schmitt - Yes  
Jonathan Cox - Yes  
Janelle Ewing - Yes  
Jesse Knight - Yes  
Krystal Madlock - Yes  
Stacie Mills - Yes

The Public Hearing was closed at 5:08pm.

#### **VI. School Presentation: Fred Becker Elementary School**

This item was presented as Information Only. Fred Becker Elementary principal, Brandy Welch, and lead teacher, Abby Norgren, provided information.

#### **VII. School Presentation: George Washington Carver Academy**

This item was presented as Information Only. Carver Academy principal, Josh Payton, and student members of the Carver Bulldog PAC, provided information and presented the first issue of their school newspaper, *Carver Connections*.

#### **VIII. Board Celebration: School Board Recognition Month**

This item was presented as Information Only. Dr. Jared Smith, Superintendent, and Pam Arndorfer, Board Secretary, recognized each individual board member and thanked them for their years of service.

#### **IX. Information from Individuals and Delegations**

- A letter from Lori Netty, Hoover Middle School Athletic Director, was read by Pam Arndorfer, Board Secretary. Ms. Netty shared her disappointment following the Board's decision not to approve the Hoover Middle School Track & Field Project at the last meeting.
- Michael Chapman, 2761 Deere Road, Waterloo - stated his belief that the IJAG MOU at a cost of \$100,000 is not a good use of funds; he also believes that many of the alternates for the high school project fall into the fancy category and may not be a good use of funds.
- Todd Obadal, 124 Amity Drive, Waterloo - asked the Board to remove Item 5 from the consent agenda and vote separately; thanked the presenters who shared earlier this evening; stated he believes there is a lack of transparency when testing of students takes place and the results are not available immediately; and he stated that he appreciated the question of what the District is paying for EAP services and was disappointed there was no response.
- Roshawn Berry, Audubon Park, Waterloo - shout out to kids who presented this evening; he spoke about the former strategic focus areas, specifically Community, and believes communication is not adequate with the community; he also is asking to sit

down and have a conversation with the Board.

## **X. DCAP Submission**

This item was presented as Information Only. Amy Miehe, Director of Career & Technical Education, along with Amy Schmidt, Executive Director of Teaching & Learning, provided information.

## **XI. Consent Agenda**

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

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

### **i. Approval of Minutes: April 28, 2025, Regular Board Meeting**

### **ii. Personnel Appointments and Adjustments**

Moved by Lyle Schmitt to divide the question into Part A, consisting of Personnel Appointments & Adjustments up to Terminations, and Part B, consisting of the Terminations; Stacie Mills seconded the motion. Motion carried 7-0.

The recommended motion is to approve the Personnel Appointments and Adjustments up to the Termination section.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Abstain

Stacie Mills - Yes

Sam Kreassig, Interim Director of Human Resources, provided information.

The recommended motion is to approve the termination section of the Personnel Appointments and Adjustments.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Astor Williams - Yes

Lyle Schmitt - No

Jonathan Cox - Yes

Janelle Ewing - Yes  
Jesse Knight - Yes  
Krystal Madlock - Abstain  
Stacie Mills - Yes

Sam Kreassig, Interim Director of Human Resources, and Dr. Jared Smith, Superintendent, provided information. Board members shared additional comments and information.

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

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

Motion made by: Jesse Knight

Motion seconded by: Lyle Schmitt

Voting:

Unanimously Approved

J.T. Anderson, Chief Financial Officer, provided information.

### **iv. Iowa Apprenticeship Act (84e) Funding**

The Superintendent's recommendation is that the Board of Education accept with gratitude the Iowa Apprenticeship Act (84e) Funding in the amount of \$21,192.29 from Iowa Workforce Development as presented.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Jeff Frost, Executive Director of Professional Technical Education, provided information.

### **v. iJAG Memorandums of Understanding (MOU)**

The Superintendent's recommendation is that the Board of Education approve the iJAG Memorandum of Understanding with East High School for students in grades 9-12 and the iJAG Memorandum of Understanding with Carver Academy and Bunger Middle School for students in grades 7-8, for the 2025-2026, 2026-2027, and 2027-2028 school years, at a total District cost of \$100,000.

Motion made by: Stacie Mills

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

Dr. Jared Smith, Superintendent, and Josh Payton, Carver Academy principal, provided information.

### **vi. Public Utility Easement Agreement with City of Waterloo**

### **vii. Sale or Disposal of Real Property (Greenbrier Plat)**

The Superintendent's recommendation is that the Board of Education post the 2.58 acres of greenspace located at the Greenbrier site, 1554 Oakwood Drive, Waterloo, notated as "Parcel B" on the Plat Survey, for sale.

Motion made by: Stacie Mills

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

President Williams clarified the section of land that is being listed for sale.

### **XII. West High Girls Basketball Trip to Illinois**

The Superintendent's recommendation is that the Board of Education approve travel for the West High Girls Basketball Team to compete in the Derril Kipp Memorial Basketball Tournament in Des Plaines and Chicago, IL, from January 17-18, 2026.

Motion made by: Janelle Ewing

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Dr. Anthony Pappas, West High Girls' Basketball Coach, provided information.

### **XIII. Adoption of District-Developed Service Delivery Plan (DDSDP)**

The Superintendent's recommendation is that the Board of Education approve the District-Developed Service Delivery Plan (DDSDP) as presented.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Not Present

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

Stacie Mills - Yes

Director Cox left at 7:54pm.

Megan Allen, Director of Special Education, and Sunni Hart, Associate Director of Special Education, provided information.

### **XIV. Waterloo High School Project Bid Alternates and Funding**

The Superintendent's recommendation is that the Board of Education prioritize Alternates

1 (Multi-Purpose Field), 2 (Tennis Courts), 5 (Pool Locker Rooms), 6 (Reinjection Well) and 8 (Motorized Rigging Line- Sets for Lighting) when considering the Waterloo High School project bid vote on May 14.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Not Present

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

Stacie Mills - Abstain

Dr. Jared Smith, Superintendent; Tim Turnis, Principal, Architect InVision; Zach Kelly, Director of Operations; Tim Oswald, Managing Director with Piper Sandler; and J.T. Anderson, Chief Financial Officer, provided information.

#### **XV. Adjusted School Start Times for Cunningham School for Excellence**

The Superintendent's recommendation is that the Board of Education approve the transition of Cunningham School for Excellence to an 8:45am to 3:45pm bell schedule, which is consistent with all Waterloo Schools elementary buildings, and transitioning Cunningham from Tier 1 to Tier 2 busing schedule.

Motion made by: Janelle Ewing

Motion seconded by: Krystal Madlock

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Not Present

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

Stacie Mills - Yes

Dr. Jared Smith, Superintendent, and Astor Williams, Board President, provided information.

#### **XVI. Administrative Support Salaries for 2025-2026**

The Superintendent's recommendation is that the Board of Education approve the proposed salary increase for employees in the administrative support group for the 2025-2026 school year.

Motion made by: Janelle Ewing

Motion seconded by: Jesse Knight

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Not Present

Janelle Ewing - Yes  
Jesse Knight - Yes  
Krystal Madlock - Yes  
Stacie Mills - Yes

Sam Kreassig, Interim Director of Human Resources, provided information.

## **XVII. Superintendent's Report**

- The Board will meet this Wednesday at 5pm in the Board Room for a special meeting.
- We are having a meeting this Thursday to further delve into transportation issues.
- We will be setting up brown bag lunches to review ISASP and other data in June.

## **XVIII. Information from Board Members**

Each Board member was given the opportunity to comment.

## **XIX. Adjourn**

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

Motion made by: Janelle Ewing

Motion seconded by: Krystal Madlock

Voting:

Astor Williams - Yes  
Lyle Schmitt - Yes  
Jonathan Cox - Not Present  
Janelle Ewing - Yes  
Jesse Knight - Yes  
Krystal Madlock - Yes  
Stacie Mills - Yes

The meeting adjourned at 9:29pm.

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Pamela G. Arndorfer, Board Secretary