



MEETING MINUTES

Attendance

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

Absent

Stacie Mills, Board Member

Non-Voting Members

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

I. Call to Order

President Williams called the meeting to order at 5:02pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools mission statement was read by Director Ewing.

President Williams stated that Consent Agenda Item iv (*Waterloo Schools Facilities Usage Manual*) will be removed from the agenda for further review.

V. Public Hearing for Sale of Excess Property at Auction

The Public Hearing for the Sale of Excess Property at Auction 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 Sale of Excess Property at Auction.

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

The Public Hearing was closed at 5:06pm.

VI. Information from Individuals and Delegations

- Forest Dillavou, 1725 Huntington Road, Waterloo - has resided at this home for a number of years and is disappointed with how the high school project is affecting water run-off in his neighborhood. Black dirt is being stored on the property at Katoski & Huntington. Red clay is now being moved to the site which takes away the ability for rain water to be drained. He feels that both the District and the City have misled the neighborhood during this process.
- Kristin Stanford, 1708 Partridge Lane, Waterloo - asking the Board to review Policy 102 which removed gender identity as a protected class, and is asking the Board to add it back to the policy. She also named other districts that have kept gender identity in their policy.
- Lizzie Zondo, 264 South Crest Dr, Waterloo, Teacher and GSA advisor - asking the Board to restore protections for gender identity and to align our policies with how we purport to treat our students.
- Patty Jenkins, 1945 W. 6th Street, Waterloo, former Waterloo educator - spoke about transgender issues and asked the Board to lead with their hearts and take a stand.
- Amelia Smith, YWCA, 425 Lafayette Street - educator in Waterloo Schools for almost 14 years and has now begun a new role as the Executive Director of the YWCA. She is looking forward to continuing the partnership with the District, including Y's Care in 8 schools. The YWCA stands fully staffed and ready for the school year to begin.

VII. Consent Agenda

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

Motion made by: Jesse Knight

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

i. Approval of Minutes: July 14, 2025, Regular Board Meeting, July 24, 2025, Special Board Meeting, and July 31, 2025, Special Board Meeting

ii. Personnel Appointments and Adjustments

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

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Voting:

Astor Williams - Abstain

Lyle Schmitt - Yes

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

Sam Kreassig, Director of Human Resources, provided information.

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

iv. Waterloo Schools Facilities Usage Manual

This item was removed from the agenda for further review.

v. Sale of Excess Property at Auction

The Superintendent's recommendation is that the Board of Education accept the proposal from Iowa State Auctions to conduct an auction to dispose of surplus furniture and equipment contained in the Castle Hill and Expo buildings.

Motion made by: Jesse Knight

Motion seconded by: Lyle Schmitt

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, and J.T. Anderson, Chief Financial Officer, provided information.

VIII. 2025-2026 Service Agreement with Central Rivers AEA

The Superintendent's recommendation is that the Board of Education approve the 2025-2026 Service Agreement between Central Rivers AEA and Waterloo Community School District at a cost of \$346,030.

Motion made by: Jesse Knight

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

Dana Harskamp, Director of School Improvement, Megan Allen, Director of Special Education, and J.T. Anderson, Chief Financial Officer, provided information.

IX. General Education Contract with Central Rivers AEA

The Superintendent's recommendation is that the Board of Education approve the General Education Contract between Central Rivers Area Education Agency and the Waterloo Community School District at a cost of \$26,258 for the 2025-2026 school year.

Motion made by: Jesse Knight

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

Megan Allen, Director of Special Education, and Dana Harskamp, Director of School Improvement, provided information.

X. Employee Dress Code

The Superintendent's recommendation is that the Board of Education approve the proposed Employee Dress Code for placement in the WCSD Employee Handbook.

Motion made by: Krystal Madlock

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

Information was provided by Dr. Jared Smith, Superintendent, Sam Kreassig, Director of Human Resources, and staff/WEA representatives including Zach O'Brien, Stephanie Giachino, Abby Doland, Kelly Huyser, and Jamie Oberheu.

XI. Proposed Change in Virtual Health Services

The Superintendent's recommendation is that the Board of Education approve the Virtual Care Services Agreement with First Stop Health as outlined, effective September 1, 2025, through August 31, 2028.

Motion made by: Jesse Knight

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Sam Kreassig, Director of Human Resources, provided information.

XII. Purchase of Buses for Assistance with Transportation Services

The Superintendent's recommendation is that the Board of Education approve the purchase of six school buses from American Bus Company at a total cost of \$754,410 to assist with transportation services.

Motion made by: Jesse Knight

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

Zach Kelly, Director of Operations, provided information.

XIII. Board Policy Changes - First Reading

This item was presented as Information Only. Pam Arndorfer, Board Secretary, provided information.

The following policies were presented for First Reading:

Number	Title
104.0	Anti-Bullying/Anti-Harassment Policy
211.0	Open Meetings
402.02	Child Abuse Reporting
402.03	Abuse of Students by School District Employees & Volunteers
404.0	Employee Conduct and Appearance
405.02	Licensed Employee Qualifications, Recruitment, Selection
411.02	Classified Employee Qualifications, Recruitment, Selection
501.03	Compulsory Attendance
501.09	Chronic Absenteeism and Truancy
503.10	School Safety Assessment Team
505.05	High School Graduation
507.01	Student Health & Immunization Certificates
600.0	Goals and Objectives of the Education Program
602.04	Pilot - Experimental - Innovative Projects
603.01	Basic Instruction Program
603.05	Health Education
603.08	Teaching About Religion
603.09	Academic Freedom <i>(recodification only)</i>
603.7	Districtwide Assessment <i>(delete)</i>
604.05	Religious-Based Exclusion from a School Program or Activity
604.09	Home School Assistance Program
605.04	Technology and Instructional Materials
605.5	Accountability Test Integrity/Test Preparation <i>(delete)</i>
606.02	School Ceremonies and Observances
606.03	Animals in the Classroom
606.04	Student Production of Materials & Services
905.01	Community Use of School District Buildings & Sites and Equipment

XIV. Superintendent's Contract

The Board President's recommendation is that the Board of Education renew the superintendent's contract through June 30, 2028, with salary and benefits compensation to remain frozen for the current fiscal year.

Motion made by: Krystal Madlock

Motion seconded by: Jesse Knight

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Yes

Janelle Ewing - Yes

Jesse Knight - Yes

Krystal Madlock - Yes

President Astor Williams provided information and additional board members shared their

comments. Dr. Jared Smith thanked the Board for their confidence in extending his contract and shared his pride in the District for increasing scores in all 12 major metrics in Attendance, Achievement and Culture.

XV. Superintendent's Report

- New teachers will be onsite this Wednesday for their initial day of learning
- This Friday at 8am the District will host a New Teacher/Partner breakfast - Board members are welcome to attend
- Excited for the Coaches Classic which will take place text Monday night, 6pm at Central Middle School

XVI. Information from Board Members

Each Board member was given the opportunity to comment.

XVII. Adjourn

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

Motion made by: Krystal Madlock

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

The meeting adjourned at 7:43pm.

Pamela G. Arndorfer, Board Secretary