



MEETING MINUTES

Attendance

Voting Members

Astor Williams, Board President
Lyle Schmitt, Board Vice President (*present by phone*)
Jonathan Cox, Board Member
Jesse Knight, Board Member
Krystal Madlock, Board Member
Stacie Mills, Board Member

Absent

Janelle Ewing, 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 5:05pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools mission statement was read by Director Mills.

V. Information from Individuals and Delegations

- Sirr Gardner, 706 Home Park Blvd, Waterloo - speaking on behalf of the Jr. Wahawk football program and as an advocate for all youth sports programs. He is asking that the District strive to keep facility usage prices low so they do not have to increase fees for athletes who already find it difficult to pay program fees.

- Miquan Micou, 3002 Niles St, Waterloo - speaking as director of the Waterloo East Jr. Trojans and on behalf of youth sports. He stated that YSF is raising prices and they are finding that kids want to play football but can't because of fees. This will only get worse if District facility usage prices increase. He is advocating for a flat facility usage rate per program.
- Forest Dillavou, 1725 Huntington Rd, Waterloo - he is concerned about the District property at the corner of Huntington and Katoski being filled with clay due to the construction project. When the heavy rains come, the water is forced into the surrounding neighborhoods because of raise elevation and poor drainage options. He is asking that the District please consider what is happening on that property and stop filling it with clay.
- Jamie Oberheu, WEA president - the following members of the WEA Executive Board were present and introduced themselves: Stephanie Giachino, Sara Kavalier, Paula Thome, Amber Pichelman, Luke Overton, Tracy Richmond, Julie Schmitz, Tamra Willis, and Elizabeth Frohwein.
- Alex Writz, 2630 Manor St, Waterloo - urged the Board to maintain "gender identity" language in policy as a protected class. She stated that she believes removing the language sends a message that we might not be intending to send to our students.
- Mary Louise Wilder, 920 Southview Dr, Waterloo - speaking as a representative of retired teachers in the District. She would like the District to consider a tiered payment system for substitute teachers which is based on the level of experience: entry, middle and higher level pay structure.

VI. C&S Subaru Donation to Lowell Elementary

The Superintendent's recommendation is that the Board of Education accepts and acknowledges with gratitude the \$3000 donation from C&S Subaru through AdoptAClassroom.org as presented.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Carrie Heinzerling, Lowell Elementary principal, provided information. Each team (K-5) at Lowell Elementary will receive \$500 to spend on extra items provided by the organization.

VII. Donation from Hawkeye Community College to Waterloo Career Center

The Superintendent's recommendation is that the Board of Education accepts with gratitude the donation of three vehicles from Hawkeye Community College for use in the Power Tech Academy program at the Waterloo Career Center.

Motion made by: Jesse Knight

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Dan Bravener, Auto Tech instructor at the Waterloo Career Center, provided information.

VIII. Consent Agenda

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

Motion made by: Krystal Madlock

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

i. Approval of Minutes: August 11, 2025, Regular 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: Stacie Mills

Voting:

Unanimously Approved

Sam Kreassig, Director of Human Resources, and Megan Allen, Director of Special Education and Preschool, provided information.

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

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

v. Iowa Voluntary Preschool Contracts

The Superintendent's recommendation is that the Board of Education approve the Iowa Voluntary Preschool Contracts for the 2025-2026 school year as presented.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Megan Allen, Director of Special Education and Preschool, provided information.

vi. Appointment of the School Improvement Advisory Committee

The Superintendent's recommendation is that the Board of Education approve the appointment of the 2025-2026 School Improvement Advisory Committee.

Motion made by: Jesse Knight

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Dr. Jared Smith, Superintendent, Pam Arndorfer, Assistant to the Superintendent/Board

Secretary, along with SIAC members Stacie Mills and Krystal Madlock, provided information.

vii. Open Enrollment

The Superintendent's recommendation is that the Board of Education approve action on the open enrollment applications as presented.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Dr. Jared Smith, Superintendent, and Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information.

IX. Textbook Upgrade for Middle School and High School Newcomer Strand Programs at Bunger Middle School and West High School

The Superintendent's recommendation is that the Board of Education approve the purchase of the National Geographic / Cengage Learning Lift series, at a cost of \$8,242.50.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Dr. Simona Boroianu, ELD Program Coordinator, along with Emily Miranda, West High ELL teacher, Dr. Jared Smith, Superintendent, and Amy Schmidt, Associate Superintendent for Teaching & Learning, provided information.

X. Increase in Line of Credit from Farmers State Bank

The Superintendent's recommendation is that the Board of Education approve an increase in the line of credit with Farmers State Bank from \$10 million to \$20 million to assist the District with short-term cash flow management needs.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

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

XI. Self-Insured Worker's Compensation Letter of Credit

The Superintendent's recommendation is that the Board of Education approve the renewal and increase in the self-insured workers compensation letter of credit amount with Farmers State Bank from \$1,280,000 to \$1,730,000.

Motion made by: Stacie Mills

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

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

XII. Board Policy Changes - Second Reading

The Superintendent's recommendation is that the Board of Education approve the following policies: *Anti-Bullying/Anti-Harassment Policy; Open Meetings; Child Abuse Reporting; Abuse of Students by School District Employees or Volunteers; Employee Conduct and Appearance; Licensed Employee Qualifications, Recruitment, Selection; Classified Employee Qualifications, Recruitment, Selection; Compulsory Attendance; Chronic Absenteeism and Truancy; School Safety Assessment Team; High School Graduation; Student Health & Immunization Certificates; Goals and Objectives of the Education Program; Pilot - Experimental - Innovative Projects; Basic Instruction Program; Health Education; Teaching About Religion; Academic Freedom; Districtwide Assessment (delete); Religious-Based Exclusion from a School Program or Activity; Home School Assistance Program; Technology and Instructional Materials; Accountability Test Integrity/Test Preparation (delete); School Ceremonies and Observances; Animals in the Classroom; Student Production of Materials & Services; and Community Use of School District Buildings & Sites and Equipment.*

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Pam Arndorfer, Assistant to the Superintendent/Board Secretary, along with Dr. Jared Smith, Superintendent, and Sam Kreassig, Director of Human Resources, provided information.

Directors Stacie Mills and Krystal Madlock agreed to a friendly amendment to the motion to read "that the Board of Education approve the following policies: *Open Meetings; Child Abuse Reporting; Abuse of Students by School District Employees or Volunteers; Employee Conduct and Appearance; Licensed Employee Qualifications, Recruitment, Selection; Classified Employee Qualifications, Recruitment, Selection; Compulsory Attendance; Chronic Absenteeism and Truancy; School Safety Assessment Team; High School Graduation; Student Health & Immunization Certificates; Goals and Objectives of the Education Program; Pilot - Experimental - Innovative Projects; Basic Instruction Program; Health Education; Teaching About Religion; Academic Freedom; Districtwide Assessment (delete); Religious-Based Exclusion from a School Program or Activity; Home School Assistance Program; Technology and Instructional Materials; Accountability Test Integrity/Test Preparation (delete); School Ceremonies and Observances; Animals in the Classroom; Student Production of Materials & Services; and Community Use of School District Buildings & Sites and Equipment.*"

Voting on amended motion:

Unanimously Approved

The Superintendent's recommendation is that the Board of Education approve the following policy: *Anti-Bullying/Anti-Harassment Policy.*

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes
Jonathan Cox - Yes
Jesse Knight - Yes
Krystal Madlock - No
Stacie Mills - No

XIII. Superintendent's Report

- Spent a good part of the day visiting buildings for the first day of school
 - Great energy in the buildings
 - Staff have expressed appreciation for the staggered start which allows younger students to ease into the school year
 - Excited for the remainder of students to return tomorrow
- Had an interview with KWWL earlier today and delivered the message: Parents, please make sure you get your kids here on the first day of school!
- We are excited for the East High vs. West High football game which will take place this Friday, 7:30pm (Varsity) at the UNI-Dome

XIV. Information from Board Members

Each Board member was given the opportunity to comment.

XV. 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

Meeting adjourned @ 7:09pm.

Pamela G. Arndorfer, Board Secretary