



## MEETING MINUTES

---

### Attendance

---

#### Voting Members

Astor Williams, Board President  
Lyle Schmitt, Board Vice President  
Jonathan Cox, Board Member  
Jesse Knight, Board Member  
Krystal Madlock, Board Member

#### Absent

Janelle Ewing, Board Member  
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 Knight.

### V. Information from Individuals and Delegations

- Carol Tjaden, 147 Summit Avenue, Waterloo - spoke about the recent vote to remove gender identity from the bullying/harassment policy. She is grateful for the grateful for the two no votes and is asking the board to reconsider the policy. She noted other districts who chose to leave gender identity language in their policy, and believes the

- removal of the language is sending a message that these students do not matter.
- Kathy Linda, 1151 Independence Ave, Waterloo - spoke about the recent vote to remove gender identity from the bullying/harassment policy. She is a long-time supporter of public schools and does not support some of the recent decisions of the state legislature. She believes that we need to name "gender identity" in policy to truly protect these students. She also stated her belief that as one of the 8 largest districts in the state, Waterloo Schools should be leading the charge on this issue.
  - Jamie Oberheu, 5532 Summerland Drive, Waterloo - spoke about and read the obituary of an Orange Elementary staff member who recently passed away.

## **VI. 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: Jesse Knight

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

### **i. Approval of Minutes: August 18, 2025, Special Board Meeting, and August 25, 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: Krystal Madlock

Voting:

Astor Williams - Yes

Lyle Schmitt - Yes

Jonathan Cox - Yes

Jesse Knight - Yes

Krystal Madlock - Abstain

Sam Kreassig, Director of Human Resources, provided information.

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

### **iv. Open Enrollment**

## **VII. West High Music Trip to Chicago, IL**

The Superintendent's recommendation is that the Board of Education approve travel for West High's Music Department to travel to Chicago, IL, from April 17-19, 2026.

Motion made by: Jesse Knight

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Erin Gaherty Williams, West High music instructor, provided information.

### **VIII. Superintendent's Report**

- Congratulations to President Williams on becoming a Grandpa !
- The school year is off to a great start.
  - Lots of excitement in the air from both students and staff
  - Seeing a lot of great teaching
  - Cell phone policy change is going as well as can be expected
    - Great anecdotal feedback that learning is taking place at a higher level and students are more engaged
- Reviewing Dashboard - Average Daily Attendance (ADA) is at 94.62% (last year finished the District ended at around 92.5%)
- State of the District Event and Unveiling Party scheduled for October 8, 5pm, at the Waterloo Convention Center
  - Blackout event
  - State of the District Address
  - Unveiling of new High School name, colors, mascot

### **IX. Information from Board Members**

Each Board member was given the opportunity to comment.

### **X. Adjourn**

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

Motion made by: Krystal Madlock

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

The meeting adjourned at 5:36pm.

---

Pamela G. Arndorfer, Board Secretary