



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
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 5:03pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools mission statement was read by President Williams.

V. Information from Individuals and Delegations

- Megan Ung, 3913 Hillside Drive, Cedar Falls, read a letter regarding her resignation and requested that the Board consider the policy language which allows for a charge of \$500 to \$5000 for employees who request release from their signed contract; the letter was also sent to the Board for consideration.

VI. Board Celebration - WCC Cybersecurity Student Summer Experiences

This item was presented as Information Only. Amy Miehe, Director of Career & Technical Education, along with both current and former WCC students who attended the CyberCon trip to Florida, presented information.

VII. Board Celebration - \$100,000 Gift to the Waterloo Schools Foundation

This item was presented as Information Only. Hannah Luce, Executive Director of the Waterloo Schools Foundation, provided information.

VIII. John Deere FIRST Grants

The Superintendent's recommendation is that the Board of Education accepts and acknowledges with gratitude the \$24,218 in grant funding from John Deere in support of FIRST programs within the Waterloo Schools.

Motion made by: Janelle Ewing

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Erin Sale, STEM Education and Outreach Coordinator, provided information.

IX. Consent Agenda

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

Motion made by: Stacie Mills

Motion seconded by: Janelle Ewing

Voting:

Unanimously Approved

i. Approval of Minutes: September 22, 2025, Regular Board Meeting

ii. Personnel Appointments and Adjustments

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

iv. Leader in Me Agreement

The Superintendent's recommendation is that the Board of Education approve the continuing MOU with Leader in Me at a total cost of \$60,100 for the 2025-26 school year.

Motion made by: Janelle Ewing

Motion seconded by: Stacie Mills

Voting:

Unanimously Approved

Amy Schmidt, Associate Superintendent for Teaching & Learning, and Dr. Jared Smith, Superintendent, provided information.

v. Classroom Space Availability for Open Enrollment Purposes

The Superintendent's recommendation is that the Board of Education certifies that sufficient classroom space exists at all grade levels, but not necessarily all grade levels in every building, for open enrollment into the District for the 2026-2027 school year and approves the continuation of policy 601.3.

Motion made by: Stacie Mills
Motion seconded by: Janelle Ewing
Voting:
Unanimously Approved

Amy Schmidt, Associate Superintendent for Teaching & Learning, and Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information.

vi. Delegate Assembly Representative

vii. Open Enrollment

X. Waterloo United High School Name, Colors, Mascot

The Superintendent's recommendation is that the Board of Education formally approve the name, mascot, and school colors for its upcoming high school: **Waterloo United High School**, home of the **Titans**, proudly wearing **Black** and **Vegas Gold**.

Motion made by: Stacie Mills
Motion seconded by: Krystal Madlock
Voting:
Unanimously Approved

Emily Frederick, Director of School & Community Relations, provided information.

XI. 2026-2027 High School Program of Studies

The Superintendent's recommendation is that the Board of Education approve the 2026-2027 High School Program of Studies/Course Catalog.

Motion made by: Jesse Knight
Motion seconded by: Stacie Mills
Voting:
Unanimously Approved

Sherice Ortman, Secondary Curriculum & Advanced Programs Coordinator, Josh Payton, Director of Secondary Education, and Amy Mieke, Director of Career & Technical Education, provided information.

XII. Board Policy Changes - First Reading

This item was presented as Information Only. Sherice Ortman, Secondary Curriculum & Advanced Programs Coordinator, and Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. The following policies were presented for first reading:

Number	Title
603.07	Career Education
604.03	Program for Talented and Gifted Students
604.06	Instruction at a Post-Secondary Educational Institution
604.10	Online Courses

Policy 603.07 (*Career Education*) will be removed for further review.

XIII. Superintendent's Report

- Dr. Smith shared some information from the district dashboard and encouraged board members to make a habit of taking a look at it on a regular basis.
 - Attendance and chronic absenteeism rates are looking really good!
- A group of DLT members met this morning to discuss secondary staffing. We will be scheduling a work session in January to look at our 3-year staffing forecast and budget for all secondary buildings.
- A huge thank you to the community and all those who attended last Wednesday's State of the District Address and Unveiling Celebration - it was a fantastic night!

XIV. Information from Board Members

Each Board member was given the opportunity to comment.

XV. Adjourn

Motion made by: Janelle Ewing

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

The meeting adjourned at 7:14pm

Pamela G. Arndorfer, Board Secretary