Board of Education Meeting
09/22/2025 - 05:00 PM
Education Service Center, Board Room
1516 Washington Street
Waterloo, IA

MEETING MINUTES

Attendance

Voting Members
Astor Williams, Board President
Lyle Schmitt, Board Vice President
Jonathan Cox, Board Member
Janelle Ewing, 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

Absent
Jesse Knight, Board Member
Pam Arndorfer, Assistant to the Superintendent/Board Secretary

I. Call to Order

President Williams called the meeting to order at 5:01pm.

II. Moment of Silence

III. Pledge of Allegiance

IV. Mission Statement

The Waterloo Schools Mission Statement was read by Director Schmitt.

V. Information from Individuals and Delegations

- Katelyn Jolly, 1118 Oleson Rd, Waterloo, addressed the board with her concerns regarding pay and summer work schedule for foodservice workers, and asked to at least get a conversation started around this topic.

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

i. Approval of Minutes: September 8, 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: Lyle Schmitt
Motion seconded by: Janelle Ewing
Voting:
Unanimously Approved

Sam Kreassig, Director of Human Resources; J.T. Anderson, Chief Financial Officer; and Dr. Jared Smith, Superintendent, provided information.

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

iv. Open Enrollment

VII. Travel to National FFA Leadership Convention

The Superintendent's recommendation is that the Board of Education approve travel for Hunter Hamilton and WCC students to attend the National FFA Leadership Convention from October 28-31, 2025, in Indianapolis, IN.

Motion made by: Stacie Mills
Motion seconded by: Lyle Schmitt
Voting:
Unanimously Approved

Amy Schmidt, Associate Superintendent for Teaching & Learning, provided information.

VIII. IASB Legislative Action Priorities

The Superintendent's recommendation is that the Board of Education approve as its top priorities for the 2025 session of the General Assembly the following resolutions: ***Student Achievement***, ***School Safety***, ***Teacher Recruitment and Licensure***, ***Dropout/At-Risk***, and ***Mental Health***. The motion was amended to add ***Special Education*** with the first bullet point amended to read "Ensure predictable and timely state funding reflective of these students' actual cost and needs, by increasing the additional weighting by 50%, including educational programming and healthcare".

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

Dr. Jared Smith, Superintendent, provided information and the Board discussed the recommended priorities, emphasizing the importance of supplemental state aid, particularly in special education funding.

IX. Waterloo Schools Health Insurance Plan

The Superintendent's recommendation is that the Board of Education approve the change in insurance carriers from HealthPartners UnityPoint to Wellmark Blue Cross Blue Shield along with the modification in insurance plans as presented.

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

Sam Kreassig, Director of Human Resources, and John Monaghan, President/Employee Benefits, with PDCM Insurance, provided information.

X. FY2025 LEA Certified Annual Reports

The Superintendent's recommendation is that the Board of Education place on file the fiscal year 2025 Certified Annual Report, the Special Education Supplement, English Learners Excess Costs, and the Annual Transportation Report as required by Iowa Department of Education.

Motion made by: Janelle Ewing
Motion seconded by: Krystal Madlock
Voting:
Unanimously Approved

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

XI. Special Education 2025 Modified Allowable Growth Request

The Superintendent's recommendation is that the Board of Education approve the request to the School Budget Review Committee for allowable growth and supplemental aid of $8,285,609.64 for the negative special education balance for the 2024-2025 school year.

Motion made by: Stacie Mills
Motion seconded by: Jonathan Cox
Voting:
Unanimously Approved

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

XII. English Learners (EL) Excess Cost Application for MSA

The Superintendent's recommendation is that the Board of Education approve submission of the request to the SBRC for $1,441,540.56 in Modified Allowable Growth to provide 100% spending authority for 2024-2025 actual LEP program costs and that this increased allowable growth may be funded by 2026-2027 cash reserve levies.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock
Voting:
Unanimously Approved

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

XIII. Financial Information

This item was presented as Information Only. J.T. Anderson, Chief Financial Officer, provided information.

XIV. Superintendent's Report

- In terms of budget, we are working very hard on reducing transportation costs and will present several options at a meeting this Thursday as well as to the full board at a later date.
- Forbes recently reduced their list of top employers, and Waterloo Schools is the #1 overall school district in the state of Iowa.
- ISPP data was released last week:
    - Waterloo Schools had 14 of 18 buildings increase their test scores for the first time ever
    - Average increase = 26.7 points
    - Average growth = 7.6%
- Unveiling event coming up on October 8, 5pm at the Waterloo Convention Center

XV. Information from Board Members

Each Board member was given the opportunity to comment.

XVI. 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

The meeting adjourned at 7:38pm.

Pamela G. Arndorfer, Board Secretary