



## MEETING MINUTES

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### Attendees

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#### Voting Members

Astor Williams, Board 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, Executive Director of Teaching & Learning  
J.T. Anderson, Chief Financial Officer / Board Treasurer  
Sam Kreassig, Interim Director of Human Resources  
Pam Arndorfer, Assistant to the Superintendent / Board Secretary

### I. Call to Order

President Williams called the meeting to order at 5:07pm.

### II. Moment of Silence

### III. Pledge of Allegiance

### IV. Mission Statement

The Waterloo Schools mission statement was read by Director Knight.

### V. Public Hearing - 2025/2026 School District Calendar

The Public Hearing for the 2025/2026 was declared open at 5:09pm.

Michael Chapman, 2761 Deere Road, asked the board to consider reviewing and approving the calendar earlier in the school year in an effort to assist families with their personal calendar planning.

The Superintendent's recommendation is to close the Public Hearing for the 2025/2026 School District Calendar.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

The Public Hearing was closed at 5:11pm.

#### **VI. School Presentation - Hoover Middle School**

This item was presented as Information Only. Hoover Middle School principal, Tom Harskamp, and Leader in Me coordinator, Kayla Irwin, along with members of Hoover's student leadership team, shared information about the Leader in Me program and recertification process at Hoover.

#### **VII. School Presentation - Lincoln Elementary School**

This item was presented as Information Only. Lincoln Elementary principal, Ryan Christoffer, and instructional coach, Kacie Schmitt, provided information about LETRS implementation at Lincoln Elementary.

#### **VIII. Board Celebration - Lego League Challenge**

This item was presented as Information Only. District STEM Coach, Erin Sale, and student Lego League members, provided information and demonstrated their robots' capabilities.

#### **IX. Information from Individuals and Delegations**

- Denny McCabe, 165 Berkshire, Waterloo, shared his disappointment in the District's decision not to participate in the African American Read-In this past week. He also stated that he has donated a copy of *1619 Project: A Visual Experience*, authored by Waterloo West graduate, Nikole Hannah-Jones, to the Hoover Middle School library.
- Mike Chapman, 2761 Deere Road, expressed his disappointment that the Notice to Bidders for the high school project does not include targeted small business goals. He is also concerned with the bid timeline, stating that it does not give enough time for smaller subcontractors to bid the project.

#### **X. Consent Agenda**

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

Motion made by: Janelle Ewing

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

**i. Approval of Minutes: February 10, 2025, Regular Board Meeting**

**ii. Personnel Appointments and Adjustments**

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

**iv. Set Dates of Public Hearings for the 2025-2026 Proposed Tax Levy and 2025-2026 Budget Certification**

**v. Line of Credit from Farmers State Bank**

The Superintendent's recommendation is that the Board of Education approve a line of credit from Farmers State Bank in the amount of \$10 million to assist the District in 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, and President Astor Williams, provided information.

#### **XI. Summer Work-Based Learning Proposal**

The Superintendent's recommendation is that the Board of Education approve the Summer Work-Based Learning Proposal as presented.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

Jeff Frost, Executive Director of Professional Education, provided information.

#### **XII. 2025/2026 School District Calendars**

The Superintendent's recommendation is that the Board of Education approve the 2025-2026 proposed School District Calendars.

Motion made by: Stacie Mills

Motion seconded by: Krystal Madlock

Voting:

Unanimously Approved

Dr. Jared Smith, Superintendent, and Sam Kreassig, Interim Director of Human Resources, provided information.

#### **XIII. Budget Guarantee - 2025-2026**

The Superintendent's recommendation is that the Board of Education levy property taxes for fiscal year 2025-2026 for the regular program budget adjustment as allowed under section 257.14, Code of Iowa.

Motion made by: Stacie Mills

Motion seconded by: Jesse Knight

Voting:

Unanimously Approved

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

#### **XIV. Board Policy Changes - First Reading**

This item was presented as Information Only. Pam Arndorfer, Assistant to the Superintendent/Board Secretary, provided information. The following policies were presented for first reading:

**Number Title**

102.0	Equal Educational Opportunity
401.01	Equal Employment Opportunity
401.06	Limitations to Employment References
800.0	Objectives of Buildings and Sites
801.01	Buildings and Sites Long Range Planning
801.02	Buildings and Sites Surveys
801.04	Site Acquisition
802.02	Requests for Improvements
802.03	Emergency Repairs <i>(Recodification Only)</i>
802.05	Buildings and Sites Adaptations for Persons with Disabilities <i>(Recodification Only)</i>
804.04	Asbestos Containing Material

Policies 102.0 (*Equal Educational Opportunity*) and 401.01 (*Equal Employment Opportunity*) will be taken back to the Policy Review Committee for further review.

**XV. Superintendent's Report**

- Several district leaders, board members, and legal counsel will be meeting on Wednesday to discuss the congressional letter and DEI work.
  - This is high on our priority list, and we are working with DLT, legal counsel, and other UEN districts to determine the next best steps.
- Budget - next steps:
  - This is a three-year project which we have been working on - we have cut nearly \$5 million from this year's budget.
  - There is a potential of cutting some staffing positions in the future, however, we are looking more at programming and attrition at this time.
  - We have been working together with administrators and WEA leadership for input.
  - Feedback will be brought to Finance Committee at their next meeting, then back to principals and WEA.
  - Recommendations will come back to the Board at the March 10 meeting.

**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: Stacie Mills

Motion seconded by: Jonathan Cox

Voting:

Unanimously Approved

The meeting adjourned at 7:01pm

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Pamela G. Arndorfer, Board Secretary