Inspire Learning. Unlock Potential. Empower Achievement.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	Learning Environments: *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	Staff Development: *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	Community Engagement: *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	Resources: *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Linn-Mar Community School District Board of Education
Work Session Minutes
January 11, 2016 @ 5:00 PM
LRC Boardroom

100: Call to Order and Determination of a Quorum

The Linn-Mar Community School District Board of Education work session was called to order at 5:00 PM in the boardroom of the Learning Resource Center by President Tim Isenberg. Roll was taken and it was determined a quorum was present. Board members present: Isenberg, Patterson, Hutcheson, AbouAssaly, Gadelha, Weaver, and Nelson. Administration present: Shepherd.

200: Revision and/or Adoption of Agenda — ***Motion 107-01-11***

Motion by Patterson for the Board to approve the work session agenda as presented. Second by Hutcheson. Voice vote; motion unanimously approved.

300: Closed Session

301: Motion to Move to Closed Session — ***Motion 108-01-11***

Motion by Patterson to move into closed session at 5:01 PM as provided in Section 21.5(1)(i) of the Open Meetings Law to evaluate the professional competency of an individual whose performance is being considered to prevent needless and irreparable injury to that individual's reputation, as that individual has requested a closed session. Second by Weaver. Roll call vote; all ayes. Motion unanimously approved. *Shepherd left the closed session at 5:02 PM and returned to the closed session at 5:40 PM.*

302: Motion to Return to Open Session — ***Motion 109-01-11***

Motion by Hutcheson to return to open session at 6:44 PM. Second by Patterson. Roll call vote; all ayes. Motion unanimously approved.

400: Open Session

401: Determination

No action taken as a result of the closed session.

500: Adjournment — ***Motion 110-01-11***

Motion by Patterson to adjourn the work session at 6:45 PM. Second by AbouAssaly. Voice vote; motion unanimously approved.

_____

Tim Isenberg, Board President

Minutes respectfully submitted by Gayla Burgess, Admin Assistant to the Superintendent 1/11/16

Linn-Mar Community School District Board Meeting
Regular Session Minutes
January 11, 2016 @ 7:00 PM
LRC Boardroom

100: CALL TO ORDER AND DETERMINATION OF A QUORUM

The Linn-Mar Community School District Board of Education regular session was called to order at 7:00 PM in the boardroom of the Learning Resource Center by President Tim Isenberg. Roll was taken and it was determined a quorum was present. Board members present: Isenberg, Patterson, Hutcheson, AbouAssaly, Gadelha, Weaver, and Nelson. Administration present: Shepherd, Morrison, Bisgard, Breitfelder, Anderson, K. Christian, Ramos, Ironside, and Schumacher.

200: REVISION AND/OR ADOPTION OF THE AGENDA ***Motion 111-01-11***

Motion by Patterson to approve the regular session agenda as presented. Second by Hutcheson. Voice vote; motion unanimously approved.

300: AUDIENCE COMMUNICATIONS

400: RESOLUTIONS/OPENING OF BIDS/PUBLIC HEARINGS

500: RECOGNITIONS/PROCLAMATIONS

600: BOARD ANNOUNCEMENTS AND REPORTS

601: Marion City Council

Weaver reported that during the December 17th Marion City Council meeting no items were discussed that affect the District. AbouAssaly reported on the January 7th meeting and stated topics discussed were the status of a search for a library director, the tabling of committee appointments, installation of two additional police officers, and the clarification that the new Tower Terrace area is *not* intended to replace downtown Marion.

602: Equity Committee

Patterson reported that the during the January 6th Equity Committee meeting the focus was on defining equity, reviewing how it looks within the community, Corridor, State, and District. Discussion continues on the best avenue to use in determining the level of equity within the District and areas/issues that need to be addressed.

700: INFORMATIONAL REPORTS

701: ASSIST/Mercy Family Counseling Partnership Report *Exhibits 701.1-2*

Leisa Breitfelder, Executive Director of Student Services, updated the Board on the following areas:

- The Gallup Student Poll is a 24-question survey that measures engagement, hope, entrepreneurial aspiration, and career/financial literacy of students in grades 5-12. The Gallup Student Poll data for District students in grades 5, 7, 9, and 10 reflects a decrease in the areas of hope (the ideas and energy students have for the future) and engagement (the involvement in and enthusiasm for school), but still falls above the U.S. average. The data will be analyzed with individual school counselors and smart goals will be created at each level that include ways to improve the areas of hope and engagement.
- ASSIST stands for Alternate School Setting with Integrative Social Therapy. The ASSIST program is housed at Oak Ridge Middle School and provides behavioral and academic support for students in grades 6-8 who require a more restrictive educational program model based on their behaviors and mental health needs. The ASSIST Program offers a non-traditional school setting, a flexible learning environment, and a licensed therapist on-site for two hours a day.
- The Mercy Care Partnership offers 10 hours of therapy services per week for Linn-Mar families. Each family can receive up to three free visits and a follow up with the school on recommendations by the counselors and/or psychiatrist. So far 21 referrals have been made during the first year of the program. Mercy Care will also be providing professional development opportunities to Linn-Mar staff.

702: Iowa School Report Card *Exhibit 702.1*

Shannon Bisgard, Associate Superintendent, reported on the results of the Iowa School Report Card (formerly known as Attendance Center Ranking). The ISRC is a new system to show how each public school is performing in certain educational measures. The system assigns schools one of six overall ratings. The ratings are based on each school's performance over a two-year period on up to eight educational measures. Website link: www.reorts.educateiowa.gov/schoolreportcard.

703: Administrative Report *Exhibit 703.1*

Superintendent Shepherd reviewed highlights of the Administrative Report touching base on the Thoughtexchange process the District will be embarking on for strategic planning. JT Anderson, CFO, reviewed various budget scenarios based on varying assumptions relating to Supplemental State Aid, annual enrollment growth, salaries/benefits inflation, and non-staff expenses inflation. The best scenario would be based on the assumptions of 3% Supplemental State Aid, annual enrollment growth of 75 students, salaries/benefits inflation of 3%, and non-staff expenses inflation of 3%; which would result in a breakeven point for the District and the ability to build upward on funding reserves. Staff and Community are encouraged to reach out to their State Legislators to share that a 3% increase in Supplemental State Aid would allow Iowa School Districts to maintain quality programming for students and allow schools to fulfill their mission of providing the best education to students.

800: UNFINISHED BUSINESS

900: NEW BUSINESS

Motion 112-01-11

901: Thoughtexchange Terms of Service Agreement *Exhibit 901.1*

Motion by Patterson for the Board to approve the agreement with Fulcrum Management Solutions, Inc., for the use of their Thoughtexchange Services in the amount of $53,553.00, for three years, to facilitate District strategic planning. Second by Nelson. There is a core team that has been designated to be a part of the process by Dr. Shepherd with Isenberg representing the Board. Regular updates on the process will be shared via the Administrative Report. Voice vote; motion unanimously approved.

Motion 113-01-11

902: Early Graduation Requests *Exhibit 902.1*

Motion by Patterson for the Board to approve the early graduation requests as presented. Second by AbouAssaly. The Board extended congratulations to the students on their accomplishment. Voice vote; motion unanimously approved.

Alexy Boehm	Matthew Hodgman
Kersten Buck	Emily Kraemer
Gage Clark	Kay Ritchie
Olivia Davis	Shania Sersig
Paige Greene	

903: Open Enrollment Requests ***Motion 114-01-11***

Motion by Patterson for the Board to approve the open enrollment requests as presented. Second by Nelson. Voice vote; motion unanimously approved.

Approved In

Name	Grade	Resident District	Reason
Cook, Dakota	8th	Marion Independent CSD	Good Cause
Mckeny, Tysean	Pre-K	Cedar Rapids CSD	Good Cause

Approved Out

Name	Grade	Receiving District	Reason
Kvindlog, Timothy	10th	CAM CSD	Good Cause

Denied Out

Name	Grade	Receiving District	Reason
Rosenberg, Emily	10th	Cedar Rapids CSD	Late; No Good Cause

1000: CONSENT AGENDA

1001: Personnel

Certified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Holub, Heath	Four Oaks: ATLAS Teacher	1/4/2016	MA Step 4

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Bray, Megan	Success: Student Support Associate	1/4/2016	LMSEAA II, Step 6
Hoekstra, Eric	TR: From Sub Driver to Shop Helper	12/29/2015	$18.00/hour
Howard, Roxanne	WE: Student Support Associate	1/4/2016	LMSEAA II, Step 10

Name	Assignment	Dept Action	Salary Placement
Kriener, Olivia	Success: Student Support Associate	1/4/2016	LMSEAA II, Step 7
Lorenz, Lana	From Success to EH Student Support Assoc	1/4/2016	Same
Vawter, Carla	WE: Student Support Associate	1/4/2016	LMSEAA II, Step 10

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Fluckes-Johnson, Tierra	HS: Student Support Associate	12/22/2015	Termination
Roelfsema, Elizabeth	Four Oaks: Student Support Associate	1/15/2016	Other Employment
Sanor, Rebecca	WE: Student Support Associate	12/8/2015	Personal
Sheehy, Cheryl	OR: Student Support Associate	12/22/2015	Relocation

1002: Approval of Minutes from December 14, 2015 *Exhibit 1002.1*

1003: Approval of Bills *Exhibit 1003.1*

1004: Approval of Contracts *Exhibits 1004.1-6*

1. Farm lease with John J. and Janet K. Airy for a term of one year to commence on March 1, 2016, and ending on February 28, 2017, for a total annual cash rent of $21,122.00.
2. Client service agreement with The Shredder, Inc., for one year to house shred-it, paper recycling bins in the building offices.
3. Change order with Larson Construction Co., Inc., for various construction items relating to Phase 2 of the High School additions and renovations for an increase of $22,225.39.
4. Commercial licensing agreement with John Lord, VP of Commercial Operations with 4imprint, Inc.
5. Non-commercial licensing agreement with Troy Page, Assistant Coach for the Linn-Mar Red 12U baseball team.
6. Interagency Agreements for Special Education Services with Cedar Rapids CSD (1). Manson Northwest Webster CSD (1), and Marion Independent CSD (1).
   (For student confidentiality, no exhibits provided.)

1005: Fieldtrip Request *Exhibit 1005.1*

Request for the High School Chamber Singers to travel to Waverly, Iowa to perform at the Meistersinger Choral Festival on January 30th thru February 1st, 2016.

1006: Board Information

1007: Items Removed from the Consent Agenda for Separate Action

1008: Approval of the Consent Agenda ***Motion 115-01-11***

Motion by Patterson for the Board to approve the consent agenda as presented. Second by AbouAssaly. Voice vote; motion unanimously approved.

1100: COMMUNICATIONS, ANNOUNCEMENTS, AND TRANSMITTALS

1101: Communications

- The public is speaking favorably about the High School renovations.

- There is a planning meeting with Juicebox Interactive this week regarding the new website design. Isenberg will report on the progress at the January 25th Board meeting.
- Congratulations were extended to the following Show Choir teams who participated at the Ankeny Centennial Mid-Iowa Show Choir Championships last weekend: 10th Street Edition 2016 was third runner up, In Step 2016 was Grand Champion in the Prep Division, and Hi-Style 2016 was Grand Champion in the Women's Division.
- A reminder was shared that the Administrative Report addressed the question presented at the December 14th Board meeting regarding student activity admission fees and that they are set by the area athletic conference. Suggestion was made to review policy on athletic admission fees to see if a reduced fee could be offered to seniors, siblings, and families.
- Appreciation was shared by the Board to the Cabinet for their communication efforts via the new Administrative Report and to JT Anderson for his memo that clarified the financial status of the District.

1102: Calendar

Date	Time	Event	Location
January 13th	7:00 AM	Executive Committee	Superintendent's Office
January 13th	4:30 PM	Special Education Committee	LRC Boardroom
January 14th	7:30 AM	Board Visit	Westfield Elementary
January 14th	9:00 AM	ERMA Advisory	LRC Room 200
January 19th	7:30 AM	Finance/Audit Committee	Superintendent's Conference Room
January 20th	4:00 PM	Health & Human Development	LRC Boardroom
January 21st	5:30 PM	Marion City Council	City Hall
January 23rd	8:30 AM	Coffee Conversation	Echo Hill Elementary
January 25th	5:00 PM 7:00 PM	Board Work Session/State of District Board Regular Session	High School Little Theater High School Upper Commons
January 26th	11:45 AM	Marion State of the City Luncheon	Longbranch Convention Center
January 27th	7:30 AM	Board Visit	Excelsior Middle School
Date	**Time**	**Event**	**Location**
February 3rd	4:00 PM	Equity Advisory	LRC Boardroom
February 4th	5:30 PM	Marion City Council	City Hall
February 5th	10:00 AM	Legislative/Policy Committee	Superintendent's Office
February 8th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	LRC Boardroom
February 10th	7:00 AM	Executive Committee	Superintendent's Office
February 11th	9:00 AM	ERMA Advisory	LRC Room 200
February 15th	5:00 PM	Board Retreat	LRC Boardroom
February 17th	7:30 AM	Board Visit *(Moved from 2/24)*	COMPASS
February 18th	7:30 AM	Finance/Audit Committee	Superintendent's Conference Room
February 18th	5:30 PM	Marion City Council	City Hall
February 20th	8:30 AM	Coffee Conversation	Aquatic Center
February 22nd	5:00 PM 7:00 PM	Board Work Session Board Regular Session	LRC Boardroom
February 23rd	5:30 PM	Technology Committee	LRC Boardroom
February 24th	9:30 AM	UEN Day at the Capitol	Wallace Auditorium

Additional Dates to Remember:

- January 21st – Invention Convention – LRC Gym @ 2:00 PM
- *January 22nd – Invention Convention makeup snow date – if cancelled on 1/21*
- February 5th – Lunchtime Learning – Boardroom @ Noon
- February 9th – Parent Advisory – Boardroom @ 5:00 PM
- February 13th – Lego League Competitions @ HS – 8:30 AM and 12:30 PM
- February 18th – PTO Officers – Boardroom @ 6:30 PM

1103: Committees

Board Committees	**Participants**
Executive Committee	Isenberg, Patterson, Shepherd
Finance/Audit Committee	Abouassaly, Anderson, Hutcheson, Morrison, Shepherd, Weaver
Legislative/Policy Committee	Gadelha, Nelson, Patterson, Shepherd
District Committees	**Participants**
Career & Technical Education	Bisgard, Nelson
Construction Advisory	Ironside, Shepherd, Weaver
ERMA Advisory	Hutcheson, Ironside
Equity Advisory	Bisgard, Christian, Patterson, Ramos
Health & Human Development	Abouassaly, Breitfelder
School Improvement Advisory	Bisgard, Gadelha
Special Education Committee	Breitfelder, Nelson
Technology Committee	Isenberg, Ramos

1200: ADJOURNMENT ***Motion 116-01-11***

Motion by Patterson for the Board to adjourn the regular session at 8:12 PM. Second by AbouAssaly. Voice vote; motion unanimously approved.

_____

Tim Isenberg, Board President

_____

Angie Morrison, Board Secretary

Minutes respectfully submitted by Gayla Burgess,
Admin Asst to the Superintendent – 1/11/16

Exhibit 701.1

NEW INITIATIVES IN STUDENT SERVICES

LEISA BREITFELDER

GALLUP POLL DATA

- PLEASE REFER TO HANDOUTS
- WHO: STUDENTS IN GRADES 5, 7, 9 AND 10
- WHEN: EVERY OTHER YEAR IN THE FALL
- WHAT: 24 QUESTION SURVEY MEASURING 4 CATEGORIES
- RESULTS: DATA SHOWS DECREASE IN HOPE AND ENGAGEMENT BUT STILL ABOVE US AVERAGE
- NOW WHAT: ANALYZING DATA PER INDIVIDUAL SCHOOL WITH COUNSELORS. AT EACH LEVEL WE ARE CREATING A SMART GOAL AND A PLAN TO IMPROVE HOPE AND ENGAGEMENT

ASSIST
ALTERNATE SCHOOL SETTING WITH INTEGRATIVE SOCIAL THERAPY

- PURPOSE: TO PROVIDE BEHAVIORAL AND ACADEMIC SUPPORT FOR STUDENTS IN GRADES 6-8 WHO REQUIRE THE MOST RESTRICTIVE EDUCATIONAL PROGRAM MODEL BASED ON THEIR BEHAVIORS AND MENTAL HEALTH NEEDS

WHAT MAKES IT DIFFERENT

- REFERRAL PROCESS
- NON-TRADITIONAL SCHOOL SETTING
- SPECIAL SCHOOL PLACEMENT
- ALTERNATE STOP AND START TIMES
- FLEXIBLE LEARNING ENVIRONMENT
- THERAPIST ON SITE 2 HOURS DAILY

MERCY CARE PARTNERSHIP

- 10 HOURS OF THERAPY SERVICES PER WEEK FOR LINN-MAR FAMILIES ONLY
- 2 COUNSELORS AND 1 PSYCHIATRIST
- 3 VISITS PER FAMILY AND A FOLLOW UP WITH THE SCHOOL ON RECOMMENDATIONS
- 21 REFERRALS HAVE BEEN MADE
- REFERRAL PROCESS
- PROFESSIONAL DEVELOPMENT WITH LINN-MAR STAFF

Exhibit 701.2

GALLUP STUDENT POLL

ENGAGED TODAY - READY FOR TOMORROW

LINN-MAR COMM SCHOOL DISTRICT

FALL 2015 SCORECARD

INTRODUCTION

The Gallup Student Poll is a 24-question survey that measures the engagement, hope, entrepreneurial aspiration and career/financial literacy of students in grades 5-12. The Gallup Student Poll includes non-cognitive metrics with links to student success. This scorecard reflects U.S. overall data comparison results from surveys completed in U.S. public schools.

Engagement: The involvement in and enthusiasm for school.

Hope: The ideas and energy students have for the future.

Entrepreneurial Aspiration: The talent and energy for building businesses that survive, thrive and employ others.

Career/Financial Literacy: The information, attitudes and behaviors that students need to practice for healthy participation in the economy.

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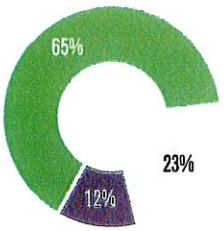
ENGAGEMENT

THE INVOLVEMENT IN AND ENTHUSIASM FOR SCHOOL.

ENGAGEMENT INDEX*

n=1,255



Engaged 2013 - 71%

Not Engaged 2013 - 22%

Actively Disengaged 2013 - 7%

	Your District	U.S. Overall
ENGAGEMENT GRANDMEAN	4.16 n=1,255 2013	3.90 n=867,454
At this school, I get to do what I do best every day.	3.78 4.28	3.57
My teachers make me feel my schoolwork is important.	4.21 4.47	4.04
I feel safe in this school.	4.38 4.51	3.93
I have fun at school.	3.73	3.50
I have a best friend at school.	4.71 4.66	4.38
In the last seven days, someone has told me I have done good work at school.	4.01 3.81	3.65
In the last seven days, I have learned something interesting at school.	4.15	3.92
The adults at my school care about me.	4.18	3.85
I have at least one teacher who makes me excited about the future.	4.16 4.38	4.13

GRANDMEAN BY GRADE

5th	6th	7th	8th	9th	10th	11th	12th
4.39	-	4.17	-	4.01	3.70	-	-

ITEM RESPONSES

	TOTAL N	%1 STRONGLY DISAGREE	%2	%3	%4	%5 STRONGLY AGREE
At this school, I get to do what I do best every day.	1,287	6	26	37	28	
My teachers make me feel my schoolwork is important.	1,317		14	30	50	
I feel safe in this school.	1,327		10	26	59	
I have fun at school.	1,342	7	9	20	34	30
I have a best friend at school.	1,330		9		83	
In the last seven days, someone has told me I have done good work at school.	1,254	10	6	10	22	52
In the last seven days, I have learned something interesting at school.	1,322		7	11	26	52
The adults at my school care about me.	1,279			15	27	51
I have at least one teacher who makes me excited about the future.	1,283		6	11	23	54

*Minimum n size of 100 required for full index and 30 for percent Engaged only.

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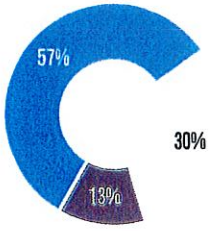
HOPE

THE IDEAS AND ENERGY STUDENTS HAVE FOR THE FUTURE.

HOPE INDEX

n=1,302



	Your District		U.S. Overall
HOPE GRANDMEAN	**4.37 n=1,302**	2013	**4.25 n=901,714**
I know I will graduate from high school.	**4.75**	4.75	4.69
I have a great future ahead of me.	**4.50**		4.48
I can think of many ways to get good grades.	**4.36**	4.51	4.21
I have many goals.	**4.28**		4.26
I can find many ways around problems.	**4.13**	4.03	3.92
I have a mentor who encourages my development.	**3.70**	4.86	3.52
I know I will find a good job in the future.	**4.50**	4.47	4.43

GRANDMEAN BY GRADE

5th	6th	7th	8th	9th	10th	11th	12th
4.44	-	4.40	-	4.33	4.18	-	-

ITEM RESPONSES

	TOTAL N	%1 STRONGLY DISAGREE	%2	%3	%4	%5 STRONGLY AGREE
I know I will graduate from high school.	1,286	14				82
I have a great future ahead of me.	1,237	8	26			64
I can think of many ways to get good grades.	1,315	12	28			57
I have many goals.	1,328	13	26			55
I can find many ways around problems.	1,314	15		36		42
I have a mentor who encourages my development.	1,228	12	9	16	26	38
I know I will find a good job in the future.	1,250	8	24			65

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ENTREPRENEURIAL ASPIRATION

THE TALENT AND ENERGY FOR BUILDING BUSINESSES THAT SURVIVE, THRIVE AND EMPLOY OTHERS.

ENTREPRENEURIAL ASPIRATION

n=936

	Your District	U.S. Overall
ENTREPRENEURIAL ASPIRATION GRANDMEAN	**2.26** **n=936**	**2.48** **n=684,180**
I will invent something that changes the world.	**2.60**	2.81
I plan to start my own business.	**2.79**	3.10
I am learning how to start and run a business.	**2.27**	2.45
I have my own business now.	**1.41**	1.58

GRANDMEAN BY GRADE

5th	6th	7th	8th	9th	10th	11th	12th
2.35	-	2.38	-	2.05	1.89	-	-

ITEM RESPONSES

	TOTAL N	%1 STRONGLY DISAGREE	%2	%3	%4	%5 STRONGLY AGREE
I will invent something that changes the world.	1,055	27	22	25	14	11
I plan to start my own business.	1,118	26	18	25	15	17
I am learning how to start and run a business.	1,250	39	21	20	12	8
I have my own business now.	1,282	82				7

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CAREER/FINANCIAL LITERACY

THE INFORMATION, ATTITUDES AND BEHAVIORS THAT STUDENTS NEED TO PRACTICE FOR HEALTHY PARTICIPATION IN THE ECONOMY.

CAREER/FINANCIAL LITERACY

n=1,192

	Your District	U.S. Overall
CAREER/FINANCIAL LITERACY GRANDMEAN	**3.64 n=1,192**	**3.30 n=817,732**
I have a paying job now.	**2.02**	2.10
I am learning how to save and spend money.	**3.92**	3.77
I have a bank account with money in it.	**4.03**	3.22
I am involved in at least one activity, such as a club, music, sports or volunteering.	**4.55**	4.12

GRANDMEAN BY GRADE

5th	6th	7th	8th	9th	10th	11th	12th
3.64	-	3.61	-	3.60	3.80	-	-

ITEM RESPONSES

	TOTAL N	STRONGLY DISAGREE — STRONGLY AGREE
I have a paying job now.	1,310	62, 9, 8, 15
I am learning how to save and spend money.	1,321	7, 8, 17, 24, 45
I have a bank account with money in it.	1,261	18, 9, 66
I am involved in at least one activity, such as a club, music, sports or volunteering.	1,322	8, 84

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ITEMS BY GRADE

	Your District							
	5th	6th	7th	8th	9th	10th	11th	12th
ENGAGEMENT GRANDMEAN BY GRADE	**4.39**	-	**4.17**	-	**4.01**	**3.70**	-	-
At this school, I get to do what I do best every day.	3.94	-	3.83	-	3.74	3.28	-	-
My teachers make me feel my schoolwork is important.	4.46	-	4.23	-	4.03	3.68	-	-
I feel safe in this school.	4.57	-	4.37	-	4.33	3.96	-	-
I have fun at school.	4.16	-	3.64	-	3.43	3.16	-	-
I have a best friend at school.	4.79	-	4.70	-	4.70	4.58	-	-
In the last seven days, someone has told me I have done good work at school.	4.15	-	4.05	-	3.95	3.57	-	-
In the last seven days, I have learned something interesting at school.	4.39	-	4.11	-	4.07	3.75	-	-
The adults at my school care about me.	4.51	-	4.22	-	3.88	3.50	-	-
I have at least one teacher who makes me excited about the future.	4.42	-	4.22	-	3.85	3.58	-	-
HOPE GRANDMEAN BY GRADE	**4.44**	-	**4.40**	-	**4.33**	**4.18**	-	-
I know I will graduate from high school.	4.64	-	4.75	-	4.85	4.86	-	-
I have a great future ahead of me.	4.53	-	4.49	-	4.54	4.37	-	-
I can think of many ways to get good grades.	4.42	-	4.43	-	4.30	4.04	-	-
I have many goals.	4.27	-	4.34	-	4.23	4.19	-	-
I can find many ways around problems.	4.13	-	4.18	-	4.13	3.95	-	-
I have a mentor who encourages my development.	4.03	-	3.70	-	3.50	3.09	-	-
I know I will find a good job in the future.	4.62	-	4.49	-	4.46	4.24	-	-
ENTREPRENEURIAL ASPIRATION GRANDMEAN BY GRADE	**2.35**	-	**2.38**	-	**2.05**	**1.89**	-	-
I will invent something that changes the world.	2.59	-	2.80	-	2.44	2.17	-	-
I plan to start my own business.	2.96	-	2.95	-	2.33	2.32	-	-
I am learning how to start and run a business.	2.30	-	2.39	-	2.07	2.03	-	-
I have my own business now.	1.50	-	1.47	-	1.22	1.17	-	-
CAREER/FINANCIAL LITERACY GRANDMEAN BY GRADE	**3.64**	-	**3.61**	-	**3.60**	**3.80**	-	-
I have a paying job now.	1.93	-	1.99	-	1.88	2.51	-	-
I am learning how to save and spend money.	4.08	-	3.88	-	3.74	3.84	-	-
I have a bank account with money in it.	3.90	-	3.98	-	4.17	4.30	-	-
I am involved in at least one activity, such as a club, music, sports or volunteering.	4.61	-	4.50	-	4.59	4.54	-	-

- No Data Available

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DEMOGRAPHIC ITEMS

WHAT IS YOUR AGE IN YEARS?*

9 or under	10	11	12	13	14	15	16	17	18	19	20 or over
0%	24%	9%	27%	13%	10%	13%	4%	0%	0%	0%	0%

AFTER I FINISH HIGH SCHOOL, I WILL MOST LIKELY

Attend a four-year college or university	66%
Attend a two-year college	6%
Attend training to learn a skill or trade	1%
Enter the military	5%
Work at a paid job	2%
Volunteer or serve on a mission	0%
Take time off	1%
Start my own business	2%
Other	4%
Don't know	12%

COMPARED TO MOST STUDENTS, I DO WELL IN SCHOOL.

%1 STRONGLY DISAGREE	%5 STRONGLY AGREE	% DON'T KNOW
13	33	45

WHICH OF THE FOLLOWING BEST DESCRIBES THE GRADES YOU GET AT SCHOOL

Poor	Average	Good	Excellent	Don't Know
16	47		34	

ARE YOU OF HISPANIC, LATINO, OR SPANISH ORIGIN - SUCH AS MEXICAN, PUERTO RICAN, CUBAN, OR OTHER SPANISH ORIGIN?*

Yes	5%
No	81%
Choose not to answer	14%

WHICH OF THE FOLLOWING DESCRIBES YOUR RACE? PLEASE MARK ALL THAT APPLY.*

White	82%
Black or African-American	7%
Asian	5%
American Indian or Alaska Native	4%
Native Hawaiian or Pacific Islander	2%
Choose not to answer	9%

WHAT IS YOUR GENDER?*

Male	51%
Female	46%
Choose not to answer	3%

HOW OFTEN DID YOU MISS SCHOOL LAST YEAR WITHOUT A GOOD REASON OR BECAUSE YOU WERE SICK?

A lot	3%
Some	15%
Not much	55%
None at all	21%
Don't know/Choose not to answer	4%

*Minimum n size of 30 required to report results.

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APPENDIX

SHARING GALLUP STUDENT POLL RESULTS

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- You may share the Gallup Student Poll participation results for your school and/or district. The total number of respondents for your school or district is represented by the n sizes on the scorecard. Your school or district participation rate is based upon the total number of eligible students in your school. Students in grades 5 through 12 are eligible to participate in the Gallup Student Poll.
- Please include the Gallup Student Poll Methodology and Limitations of Polling. If most eligible students in grades five through twelve were polled, the district (or school) may indicate that the data represent a census.
- Please do not compare your school or district's data to the overall line of data on your scorecard when publicly sharing results. Since the overall data found in your school or district report is an aggregate of a convenience sample of all schools and districts that opted to participate in the Gallup Student Poll within that survey year, the data are not representative of the U.S. population of students in grades 5 through 12 and are thereby not fit for data comparisons.
- You may share district or school plans to utilize the data to inform strategies and focus.
- If you would like more information on how to publicly share Gallup Student Poll data, please email Gallup at: educationhelp@gallup.com.

GALLUP STUDENT POLL METHODOLOGY AND LIMITATIONS OF POLLING

The annual Gallup Student Poll is offered at no cost for U.S. schools and districts in the United States. The online poll is completed by a convenience sample of schools and districts each fall. Schools participating in the annual Gallup Student Poll are not randomly selected and are neither charged nor given any incentives beyond receipt of school-specific data. Participation rates vary by school. The poll is conducted during a designated survey period and available during school hours Monday through Friday only. The Gallup Student Poll is administered to students in grades 5 through 12. The primary application of the Gallup Student Poll is as a measure of non-cognitive metrics with links to student success in academic and other youth development settings.

The overall data from the annual administration of the Gallup Student Poll may not reflect responses from a nationally representative sample of students, and the overall data are not statistically weighted to reflect the U.S. student population; thereby, overall data and scorecards should be used cautiously by local schools and districts as a data comparison. School and district data and scorecards provide meaningful data for local comparisons and may inform strategic initiatives and programming, though the results are not generalizable beyond the universe of the participating school or district.

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FALL 2013

LINN-MAR COMM SCHOOL DISTRICT

GALLUP STUDENT POLL RESULTS

INTRODUCTION

THANK YOU FOR PARTICIPATING IN THE GALLUP STUDENT POLL!

The Gallup Student Poll is a 20-question survey that measures the hope, engagement, and well-being of students in grades 5-12. The primary application of the Gallup Student Poll is as a measure of non-cognitive metrics that predicts student success in academic and other youth development settings. Gallup's research has shown that hope, engagement, and well-being are key factors that drive students' grades, achievement scores, retention, and future employment.

HOPE

69%

HOPEFUL

The ideas and energy we have for the future drives effort, academic achievement, credits earned, and retention of students of all ages.

ENGAGEMENT

71%

ENGAGED

The involvement in and enthusiasm for school reflects how well students are known and how often they get to do what they do best.

WELL-BEING

69%

THRIVING

How we think about and experience our lives tells us how students are doing today and predicts their success in the future.

AS YOU REVIEW YOUR SCORECARD, USE THE FOLLOWING QUESTIONS TO HELP INTERPRET THE DATA.

- What is the biggest highlight on your Gallup Student Poll scorecard?
- What result on the Gallup Student Poll scorecard most concerns you?
- In addition to the highlight and biggest concern, what is the one finding you want to share with the broader community?

- No data available

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ENGAGEMENT

The involvement in and enthusiasm for school reflects how well students are known and how often they get to do what they do best.

YOUR DISTRICT

71%	22%	7%
ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED

ENGAGEMENT GRANDMEAN BY GRADE

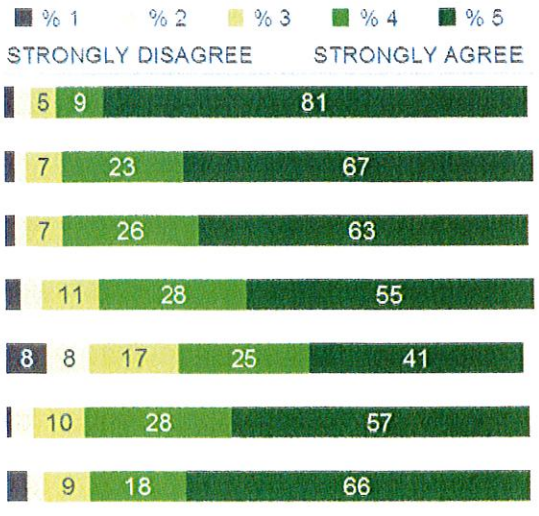
	YOUR DISTRICT							
	5th	6th	7th	8th	9th	10th	11th	12th
	4.47	-	4.38	-	4.08	3.85	-	-

ENGAGEMENT OVERALL ITEM GRANDMEAN

	YOUR DISTRICT		U.S. OVERALL
	CURRENT	PAST	
GRANDMEAN *(out of 5)*	4.36	-	4.04
n =	1,144	-	589,031
I have a best friend at school.	4.66	-	4.46
I feel safe in this school.	4.51	-	4.08
My teachers make me feel my schoolwork is important.	4.47	-	4.17
At this school, I have the opportunity to do what I do best every day.	4.28	-	3.95
In the last seven days, I have received recognition or praise for doing good schoolwork.	3.81	-	3.51
My school is committed to building the strengths of each student.*	4.34	-	3.96
I have at least one teacher who makes me excited about the future.*	4.38	-	4.19

ITEM RESPONSES

YOUR DISTRICT



	N SIZE	% 1	% 2	% 3	% 4	% 5
I have a best friend at school.	1,188		5	9		81
I feel safe in this school.	1,190		7		23	67
My teachers make me feel my schoolwork is important.	1,188		7		26	63
At this school, I have the opportunity to do what I do best every day.	1,184			11	28	55
In the last seven days, I have received recognition or praise for doing good schoolwork.	1,157	8	8	17	25	41
My school is committed to building the strengths of each student.*	1,168			10	28	57
I have at least one teacher who makes me excited about the future.*	1,181			9	18	66

- No data available
Numeric values shown when percentages are 5% or higher
*Not included in Engagement Index or GrandMean calculations

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HOPE

The ideas and energy we have for the future drives effort, academic achievement, credits earned, and retention of students of all ages.

YOUR DISTRICT

69%	22%	9%
HOPEFUL	STUCK	DISCOURAGED

HOPE GRANDMEAN BY GRADE

YOUR DISTRICT

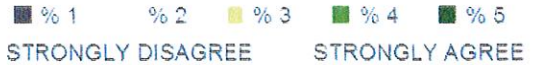
5th	6th	7th	8th	9th	10th	11th	12th
4.46	-	4.59	-	4.47	4.14	-	-

HOPE OVERALL ITEM GRANDMEAN

	YOUR DISTRICT CURRENT	YOUR DISTRICT PAST	U.S. OVERALL
GRANDMEAN *(out of 5)*	4.50	-	4.40
n =	1,128	-	589,977
I know I will graduate from high school.	4.75	-	4.74
There is an adult in my life who cares about my future.	4.86	-	4.78
I can think of many ways to get good grades.	4.51	-	4.35
I energetically pursue my goals.	4.32	-	4.16
I can find lots of ways around any problem.	4.03	-	3.90
I know I will find a good job after I graduate.	4.47	-	4.37

ITEM RESPONSES

YOUR DISTRICT



	N SIZE	STRONGLY DISAGREE ... STRONGLY AGREE
I know I will graduate from high school.	1,179	5 / 14 / 81
There is an adult in my life who cares about my future.	1,190	6 / 91
I can think of many ways to get good grades.	1,184	7 / 28 / 63
I energetically pursue my goals.	1,175	11 / 37 / 50
I can find lots of ways around any problem.	1,187	5 / 16 / 43 / 34
I know I will find a good job after I graduate.	1,160	7 / 30 / 60

- No data available
Numeric values shown when percentages are 5% or higher

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WELL-BEING

How we think about and experience our lives tells us how students are doing today and predicts their success in the future.

YOUR DISTRICT

69%	30%	1%
THRIVING	STRUGGLING	SUFFERING

Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

WELL-BEING ITEMS[1]

YOUR DISTRICT

STEP AT THIS TIME	ITEM RESPONSES	STEP IN 5 YEARS
	"BEST LIFE"	
18%	% 10	30%
22%	% 9	31%
21%	% 8	17%
17%	% 7	11%
8%	% 6	6%
8%	% 5	3%
3%	% 4	1%
1%	% 3	1%
1%	% 2	0%
1%	% 1	1%
1%	% 0	0%
	"WORST LIFE"	

WELL-BEING GRANDMEAN BY GRADE

YOUR DISTRICT

5th	6th	7th	8th	9th	10th	11th	12th
8.47	-	8.56	-	8.26	7.92	-	-

GRANDMEAN*(out of 10)*

STEP AT THIS TIME

On which step of the ladder would you say you personally feel you stand at this time?

YOUR DISTRICT

CURRENT	PAST	U.S. OVERALL
7.67	-	7.45
n = 1,193	-	*616,203*

STEP IN 5 YEARS

On which step do you think you will stand about five years from now?

YOUR DISTRICT

CURRENT	PAST	U.S. OVERALL
8.46	-	8.52
1,193	-	*616,203*

YOUR DISTRICT ITEM RESPONSES

	N SIZE	YOUR DISTRICT % Yes	PAST	U.S. OVERALL
Were you treated with respect all day yesterday?*	1,102	77%	-	69%
Did you smile or laugh a lot yesterday?*	1,150	85%	-	84%
Did you learn or do something interesting yesterday?*	1,152	80%	-	75%
Did you have enough energy to get things done yesterday?*	1,146	86%	-	73%
Do you have health problems that keep you from doing any of the things other people your age normally can do?*	1,129	14%	-	16%
If you are in trouble, do you have family or friends you can count on to help whenever you need them?*	1,135	95%	-	93%

- No data available
* Not included in Well-Being Index or GrandMean calculations
[1] WB Index calculated from responses to "step at this time" and "step in five years." WB GrandMean calculated from responses to "step in five years."

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STUDENT POLL ITEMS BY GRADE

	YOUR DISTRICT							
	5th	6th	7th	8th	9th	10th	11th	12th
HOPE GRANDMEAN BY GRADE *(out of 5)*	**4.46**	**-**	**4.59**	**-**	**4.47**	**4.14**	**-**	**-**
I know I will graduate from high school.	4.63	-	4.86	-	4.85	4.25	-	-
There is an adult in my life who cares about my future.	4.82	-	4.90	-	4.88	4.75	-	-
I can think of many ways to get good grades.	4.43	-	4.61	-	4.49	4.25	-	-
I energetically pursue my goals.	4.32	-	4.39	-	4.21	3.67	-	-
I can find lots of ways around any problem.	3.93	-	4.14	-	4.07	3.67	-	-
I know I will find a good job after I graduate.	4.49	-	4.55	-	4.25	4.00	-	-
ENGAGEMENT GRANDMEAN BY GRADE *(out of 5)*	**4.47**	**-**	**4.38**	**-**	**4.08**	**3.85**	**-**	**-**
I have a best friend at school.	4.74	-	4.67	-	4.44	4.42	-	-
I feel safe in this school.	4.55	-	4.53	-	4.40	4.33	-	-
My teachers make me feel my schoolwork is important.	4.60	-	4.48	-	4.18	3.83	-	-
At this school, I have the opportunity to do what I do best every day.	4.34	-	4.35	-	4.01	3.75	-	-
In the last seven days, I have received recognition or praise for doing good schoolwork.	4.01	-	3.83	-	3.35	2.92	-	-
My school is committed to building the strengths of each student.	4.54	-	4.36	-	3.85	3.67	-	-
I have at least one teacher who makes me excited about the future.	4.58	-	4.44	-	3.76	3.83	-	-
WELL-BEING GRANDMEAN BY GRADE *(out of 10)*	**8.47**	**-**	**8.56**	**-**	**8.26**	**7.92**	**-**	**-**
On which step of the ladder would you say you personally feel you stand at this time?	7.73	-	7.83	-	7.32	5.42	-	-
On which step do you think you will stand about five years from now?	8.47	-	8.56	-	8.26	7.92	-	-
The following item scores are % "Yes" responses								
Were you treated with respect all day yesterday?	80%	-	78%	-	70%	60%	-	-
Did you smile or laugh a lot yesterday?	84%	-	86%	-	87%	82%	-	-
Did you learn or do something interesting yesterday?	83%	-	80%	-	73%	82%	-	-
Did you have enough energy to get things done yesterday?	88%	-	88%	-	75%	73%	-	-
Do you have health problems that keep you from doing any of the things other people your age normally can do?	16%	-	13%	-	15%	17%	-	-
If you are in trouble, do you have family or friends you can count on to help whenever you need them?	95%	-	97%	-	92%	90%	-	-

- No data available

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APPENDIX

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- Please include the Gallup Student Poll methodology and limitations of polling. If most eligible students in grades 5 through 12 were polled, the district (or school) may indicate that the data represents a census.
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- Communicate ranges in data across schools within the district.
- You may share district or school plans to utilize the data to inform strategies and focus.

If you would like more information on how to publicly share Gallup Student Poll data, please email Gallup at Studentpoll@gallup.com.

GALLUP STUDENT POLL METHODOLOGY

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Exhibit 702.1

Iowa School Report Card
2015-16

Attendance Center Ranking(ACR)

School	Ranking
Bowman Woods	Needs Improvement
Echo Hill	High Performing
Excelsior	Acceptable
High School	Acceptable
Indian Creek	Exceptional
Linn Grove	Acceptable
Novak	Acceptable
Oak Ridge	Commendable
Westfield	Exceptional
Wilkins	Commendable

Key	Linn-Mar Schools	% of schools in category
Exceptional	Indian Creek, Westfield	3%
High-Performing	Echo Hill	10%
Commendable	Oak Ridge, Wilkins	38%
Acceptable	Excelsior, High School, Linn Grove, Novak	39%
Needs Improvement	Bowman Woods	8%
Priority	NA	3%

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #1: Student Achievement – Performance Measures

FAST (Formative Assessment System for Teachers)
MAP/NWEA (Measures of Academic Progress)
Iowa Assessments/Smarter Balanced Assessments
ACT (American College Test)
NGSS (Next Generation Science Standards)
Graduation rates
Retention rates
Summer School Success & Attendance
Iowa School Report Card

Next Steps/Strategy – Teaching & Learning/Curriculum

1. *Ensure implementation of Iowa Core is done with fidelity at all grade levels/buildings*
2. *Prepare for anticipated 2016-17 implementation of Smarter Balanced Assessment*
3. *Pilot summer school program will be held June 2016*
4. *Prepare for anticipated 2016-17 implementation of Next Generation Science Standards*
5. *Prepare for anticipated implementation of Iowa School Report Card*

UPDATES AS OF 1-11-2016:

1. Iowa School Report Card:

As a result of the 2013 legislative requirements (House File 215), the Iowa Department of Education developed a web-based tool that provides a snapshot of every Iowa public school's performance on eight specific educational measures from the 2013-14 and 2014-15 school years. Based on a school's overall score one of the following ratings is assigned: 1) exceptional, 2) high-performing, 3) commendable, 4) acceptable, 5) needs improvement, and 6) priority. The Iowa School Report Card is only one tool the help Iowans understand how the schools are doing; it does not represent a complete picture of any one school or District. To view the report visit: www.educateiowa.gov/schoolreportcard.

2. 2016 Summer School Pilot:

It is the current plan to host a pilot summer school program to 2nd grade students that are at-risk or substantially deficient (based on February 2015 FAST data) at Indian Creek Elementary from June 6th through July 1st from 8:00-11:00 AM (4 weeks, 3 hours a day, total of 60 hours). Transportation will be provided based on the District guidelines of a two-mile radius or safe walkways. The program will be reviewed based on what curriculum was most beneficial to the students, what framework of instruction made the biggest impact, and assessment results around State curriculum options.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #2: Learning Environments – Performance Measures

Student well-being data points (Gallup)
Safety/security evaluation
Architect evaluation tool
Facilities Plan (1-3 years)
Facilities Plan (10 year)
Technology evaluation/planning

Next Steps/Strategy – Facilities Planning & Preventative Maintenance

1. *Short-Term: Early Childhood/Preschool, Four Oaks/ATLAS, and use of current space and continued growth*
2. *Facilities Plan (1-3 years): establish a plan and form a boundary committee for current/future growth*
3. *Facilities Plan (10 years): establish a committee/funding structure for identified projects*

UPDATES AS OF 1-11-2016:

Short-Term:

1. Early Childhood/Preschool:

Recommendation made to the Board on November 9th by Preschool Advisory to offer early childhood/preschool programming in a centralized facility and to consider the process further as part of the District's strategic planning process. The recommendation will receive further consideration and data collection by the Board. It is the hope to have a plan in place by the end of the current school year.

2. ATLAS/Four Oaks Programming:

Four Oaks moved into their new facility (former Horizon's center near Marion Post Office) on November 15th and is offering the ATLAS program to 15 students. The second wing of Four Oaks will be opening early February and an additional 14 students will be transitioning to this location between February and March. The District provides two teachers and three associates for the ATLAS program which is offered at the Four Oaks facility. Christine McSweeney, Director of Transitions, is the administrator of the program for the District and Tyler Denton and Heath Holub are the lead teachers.

3. Plan for Current Space and Continued Growth:

Review the District's early childhood/preschool programming and needs, current elementary capacity/space, and make adjustments, if possible, to address limited space/capacity concern areas. Continue to monitor growth of class sizes through the 2015-16 school year. Create a plan of action in tandem with the District's strategic planning process.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Facilities Plan 1-3 Years:

1. Update on 1-3 Year Facilities Plan:

As part of the District's strategic planning process, the Administration/Board will establish a facilities plan for the next 1-3 years by focusing on the current grade-level structure of schools and long-term options (Example: PK, K-4, 5-7, 8-9, and 10-12). An internal/external boundary committee will be formed as part of the process that will be responsible for assessing boundary issues/options that arise from current/future growth.

2. $10 Million PPEL Notes

At the December 14th meeting, the Board approved Farmers State Bank as the lowest bidder (1.95% interest rate) for the $10 million PPEL Note issuance. This transaction officially closed on January 7th, 2016, and the proceeds will be used to complete the current High School renovation project.

Facilities Plan 10 Years:

1. Update on 10-Year Facilities Plan:

Formation of a committee that will advise the Administration/Board on required projects and funding structures needed for long-term projects.

Next Steps/Strategy – Technology Planning

1. *Short-Term: Evaluate learning management system and security systems*
2. *Planning (1-3 years): Office 2016 rollout and extend fiber/high speed connection to remaining facilities*

UPDATES AS OF 1-11-2016:

Short-Term:

1. Evaluate Learning Management System:

The Technology Department will evaluate various learning management systems to assess what is necessary, what current industry leaders are using, and what is offered through the Grant Wood Area Education Association online portal.

2. Security Strategies:

Will evaluate the District's security measures, protocols, and procedural consistency for immediate and ongoing needs.

Planning (1-3 Years):

1. Office 2016 Rollout:

Office 2016 will be rolled out to student and staff after it's released by Microsoft.

2. Extend Fiber/High Speed Connections:

Fiber and high speed connections will be extended to all facilities that do not yet have access.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #3: Staff Development – Performance Measures

Workers Compensation claim history
Teacher Leadership
Current/future professional development
Teacher Quality course offerings/participation
Affirmative Action Plan
Technology Survey (BrightBytes)

Next Steps/Strategy – Staff Development

1. *Create a 3-5 year professional development plan*
2. *Workforce strategies*

UPDATES AS OF 1-11-2016:

1. Create 3-5 Year Professional Development Plan:
The Teaching & Learning team will work with District resources (Teacher Leadership, PLCs, funding, etc.) to establish a professional development plan that increases individual and District organizational productivity, builds connectedness to students and achievement, and is of high quality and related to District initiatives. Currently working on developing a professional development plan and schedule for 2016-17 and allocating resources in an equitable manner.

2. Workforce Strategies:
Human Resources continues to focus on reducing Worker's Compensation claims by offering new safety and wellness initiatives, meeting compliance guidelines for ACA 1095 and FLSA, reviewing job responsibilities and compensation to address job efficiency and overstaffing, attaining and retaining a workforce that reflects the diversity of the District through the Affirmative Action Plan and recruiting, retaining/recruiting Student Support and substitute associates, and providing professional development opportunities to all staff.

The Business Office is offering continued staff education to optimize usage of software systems and provides a process manual to ensure efficient operations in the absence of a staff member. The first edition of this manual was just completed and will continue to be reviewed and revised as needed.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

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Strategic Goal #4: Community Engagement – Performance Measures

Volunteer data
Communication survey data
Dine Around sessions
Coffee Conversations
Lunchtime Learning sessions
PTO visits
School Board visits
Parent Universities
Strategic Planning
Website Development
Participation in community coalitions

Next Steps/Strategy – Community Engagement

1. *Create a strategic plan*
2. *Enhance two-way communication with internal and external stakeholders*
3. *Updated website with emphasis on communication*

UPDATES AS OF 1-11-2016:

1. Strategic Plan:
With the help of Thoughtexchange a strategic plan will be developed with input from various internal and external stakeholders to help identify pathways for student learning from preschool through high school, use of technology as a learning tool, and facilities planning. Dr. Shepherd, Superintendent, will share a State of the District Address at 5:00 PM on January 25th in the High School Little Theater; which will be recorded in order to make it available online.

2. Two-Way Communication (Internal/External):
Communication will be developed and shared that reviews current/future capital projects, a summary of current and future projects, and information to educate the community on the school funding formula and the basics of school finance to help gain support for future projects.

3. Website Update:
Bids were gathered by seven vendors and the top three presented to an internal website committee that selected Juicebox Interactive as the top vendor. A recommendation was made to hire Juicebox Interactive to redesign the District's website and was approved at the December 14th Board meeting.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #5: Resources – Performance Measures

Prepare/operate General Fund that maintains 7% solvency ratio and unspent balance ratio

Prepare annual General Fund budget that includes a contingency reserve of 0.2% of budgeted expenditures

Develop a funding model and allocation of resources that supports strategic priorities

Comprehensive Annual Financial Report (CAFR)

Monthly financial reporting package

Next Steps/Strategy – Resources

1. *Internal cost control (investments)*
2. *Plan for the future (resource investment)*
3. *Build deeper community partnerships*

UPDATES AS OF 1-11-2016:

1. Internal Cost Control (investments):

Internal cost controls are continuously monitored by conducting fair, responsible, and maintainable negotiations/settlements as well as assessment of staffing levels, course offerings, assessments and other costs to help determine District priorities and effectiveness on student learning. Technology is currently upgrading web filters and firewalls, increasing connections, upgrading phone systems, and managing print services. The Business Office is working to ensure efficient use of funding streams and providing budget guidance to support student achievement, learning environments, and other District goals.

2. Plan for the Future (resource investments):

The Business Office has prepared 5-year budget projections based on FY2017 supplemental state aid growth rates of 1.25% - 3%. These scenarios result in a projected general fund deficit of between $500K to $1.5 million. Administration has set a soft target budget reduction amount of $500,000 for fiscal year 2017. The pressure on the District's general fund is due to inadequate state funding over the past several years and uncertainty of funding in future years. Various scenarios will be reviewed at the January 11th Board meeting. (7:00 PM in the LRC boardroom - reference Exhibit 703.2)

3. Build Deeper Community Partnerships:

The District is exploring ways to utilize and contract with city, county, and area education association partnerships to assist with enrollment projections and sharing opportunities.

4. Admissions to High School Athletic Events

Admissions to high school athletic events are governed by the Conference, which means that all schools in the conference agree to charge the same admission fees. Proceeds from athletic admissions are accounted for in the District's student activity fund and allocated to the various teams based on program needs. For fiscal year 2015, total admission fees to athletic events were approximately $160,000.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

5. Notice from Marion Parks & Recreation Regarding Facility Usage Fees

The District received notice from the Marion Park Board that beginning January 1, 2016, the Parks and Recreation Department will be charging the District a usage fee for park facilities including sports fields, park pavilions, and other facility meeting spaces. The fee will be $5 per 90 minute increment, which is the same fee that the District currently charges the Parks and Recreation for use of our gym spaces.

Student Achievements and Honors:

- The following Lego League teams will be competing at the F.I.R.S.T. Lego League State Championship at ISU on January 17th beginning with the opening ceremonies at 9:00 AM: *Wilkins Waste Invaders, Echo Hill Lego League Lions,* and the *Oak Ridge Lego Blasters.*

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	***Learning Environments:*** *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	***Staff Development:*** *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	***Community Engagement:*** *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	***Resources:*** *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Blue Zones Project Marion, Update to Linn-Mar, January 2016
Provided by Bob Read

Linn-Mar High School hosted the community kick off on April 15, 2014. The Blue Zones Project Marion team appreciated the involvement from students, faculty and support staff to make the over 800 attendees feel welcome.

Novak Elementary was the first school designated in Marion. Ms. Hubler became a great resource for the other buildings on what had been done at the building including the formation of a building wellness council that has representation from all grade levels and numerous support areas. Novak is currently working on worksite designation status.

The first community Walking School Bus began at Novak in the spring of 2014. This was a trial to set up a more regular route come fall. We learned that most students participate in a morning route as opposed to an after school route. In fall of 2014 we launched the route again at Novak and a new route at Indian Creek. Both routes averaged around a dozen students. A coordinator was established for each building which is essential in the continuation of Walking School Bus programs. The volunteer coordinator is the organizer for the building and communicator to the other parents.

With a quick timeframe to meet our community certification and all of the elementary buildings working toward designation we brought all of the building coordinators together for an afternoon to work together on the needed documentation for designation. By April of 2015, all but one school had reached designation status.

Designated Buildings: Bowman Woods Elementary, Echo Hill Elementary, Indian Creek Elementary, Linn Grove Elementary, Novak Elementary, and Wilkins Elementary.

In the winter of 2015 Novak and Wilkins began herb gardens. In the spring of 2015 there were outdoor gardens at Echo Hill, Novak and Linn Grove. In December of 2015, Bowman Woods built four raised bed gardens that will be tended by the 4th grade classes who will also use this to classroom activities.

School Gardens: Bowman Woods Elementary, Echo Hill Elementary, Linn Grove Elementary, and Novak Elementary.

The community celebrated Blue Zones Certification in September 2015. Work continues on the community Blueprint which lays out milestones and metrics through July of 2016. The sustainability phase begins in February of 2016. The community will continue to have a staff member to assist with school, worksite and restaurant designations as well as community events, community policy, and additional built environment projects.

Exhibit 703.2

LINN-MAR™
Community School District

FY2017 BUDGET PREPARATION

January 2016

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- LMEA Negotiation History pg. 53

- FY2017 “New Money” Calculation pg. 54

- Budget Model pg. 55

Linn-Mar Community Schools

Introduction to Iowa School Finance

Funding Legal Authority

Dillon's Rule

- Entity (Public Schools) only have powers expressly granted in law

Home Rule

- Entity (Cities/Counties) can do anything as long as it is not prohibited by law

OVERVIEW OF FUNDS

FUND:	General Fund	Management Fund	PERL Fund	PPEL Fund	Debt Service Fund	SAVE/Capital Projects	Student Activity Fund	Nutrition Fund	Other Enterprise
REVENUES:	-Property Taxes -State Aid -Misc. Income	-Property Taxes	-Property Taxes	-Property Taxes	-Property Taxes -Transfers	-Sales Tax -Bond Proceeds	-Admissions - Fundraising -Student Dues	-Meal Sales -Fed./State Reimburse	-School Store -Community Pool
EXPENSES:	-Salaries -Benefits -Materials -Utilities	-Liability Ins. -Property Ins. -Early Retirement	-Playgrounds -Rec. Spaces	-Building Construct. -Vehicles -Equip > $500	-Debt Principal & Interest	-Capital Projects -Technology	-Support Co-Curricular Activities	-Food Services	-Enterprise Costs

School Finance – Background

- The school foundation formula relies on two primary sources of revenue

1. State General Fund appropriations

2. Locally raised property taxes

School Aid - Basics

- Purpose of foundation formula:
  - Code of Iowa, 257.31:
    - "…equalize educational opportunity, to provide good education for all children of Iowa, to provide property tax relief, decrease the percentage of school costs paid from property taxes, and to provide reasonable control of school costs."

School Aid - Basics

- The foundation formula results in a maximum expenditure per pupil and therefore a maximum amount a district can raise and spend (note: not every district has the same ceiling).
  - Linn-Mar = $6,447 per pupil
  - Marion = $6,548 per pupil
- Other states' school aid formulas have created a minimum spending per pupil.
- Iowa's Constitution does not guarantee educational equity.

School Aid - Basics

- Basic Principles:
  1. The school aid formula is a child-based formula.
  2. The formula provides funding on a per child basis.
  3. The total amount of foundation formula revenue is the number of children times a cost per child.

General Fund

- District must account for two things in their General Fund:

1. Fund Balance (cash)
2. Spending Authority (credit card limit)

Restriction of Spending Authority only applies to the General Fund – all other funds allow spending if you have the cash to spend

General Fund

- Limit on spending is the amount of ***Spending Authority*** a district has not the amount of cash or fund balance
  - ✓ It is possible for a District to have cash in the bank and not have the legal authority to spend it
  - ✓ It is also possible for a District to have a negative cash balance, but have plenty of available authority to spend

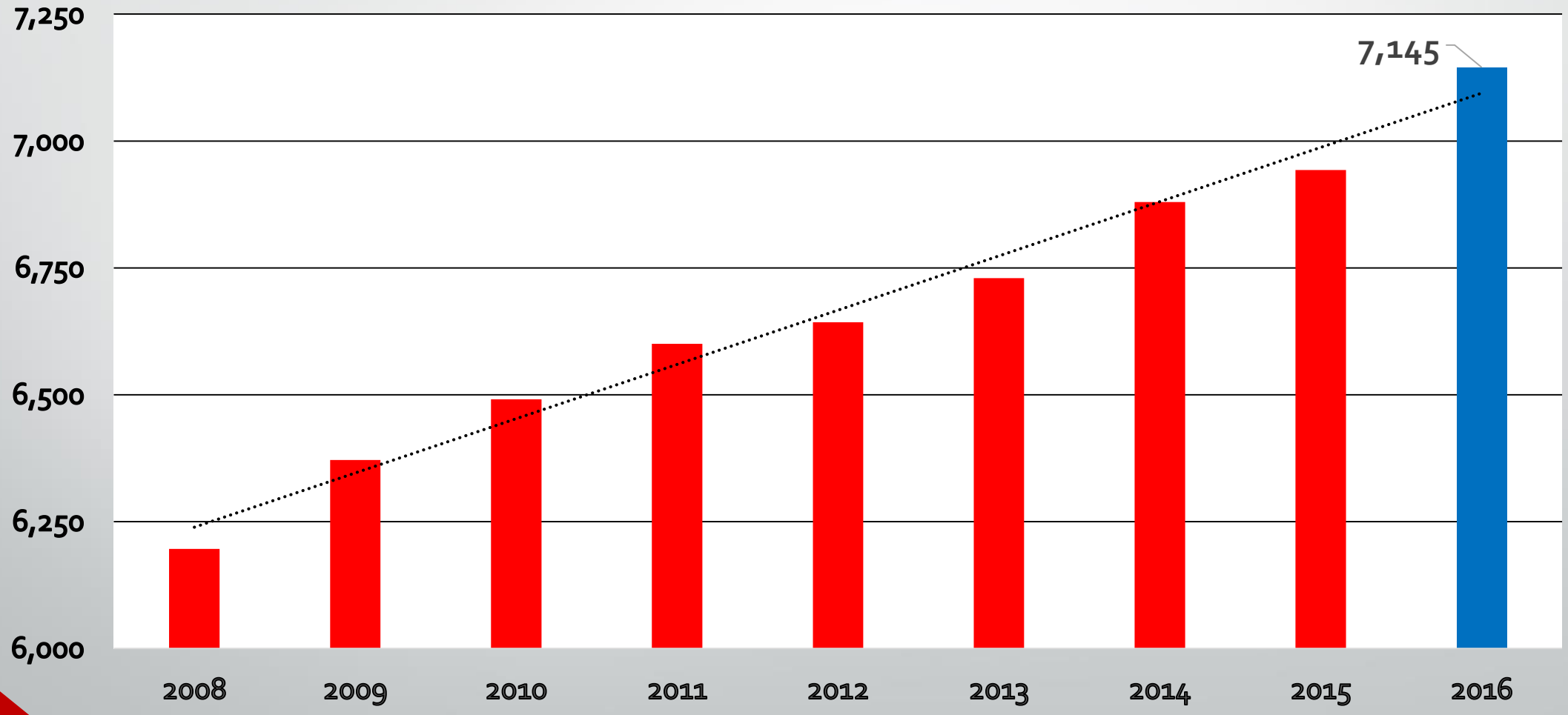
- ***Iowa Law prohibits school districts from spending more than their maximum spending authority***

General Fund

General Fund Budget Authority is driven by two primary factors:

1. Certified Enrollment
   - Count taken in October each year. (e.g. Count taken in October 2015 is used for FY2017 budget)
2. Supplemental State Aid (Allowable Growth)
   - Set by State Legislature.

Linn-Mar Certified Enrollment Trends



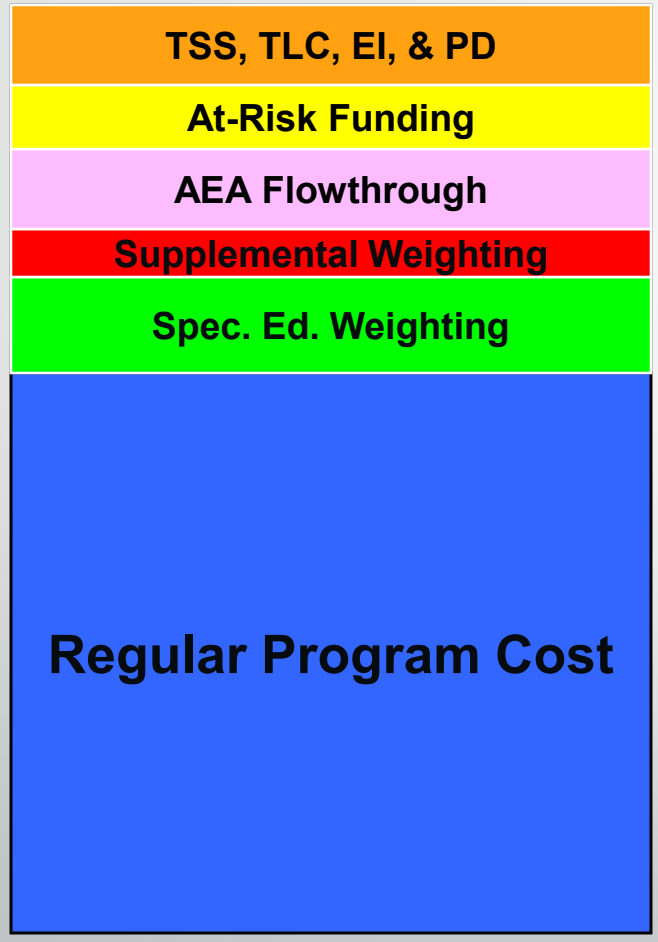
District Cost Per Pupil

FISCAL YEAR	STATE AID GROWTH	COST PER PUPIL
2008	4%	$5,334
2009	4%	$5,547
2010	4%	$5,769
2011	2%	$5,884
2012	0%	$5,884
2013	2%	$6,002
2014	2%	$6,122
2015	4%	$6,367
2016	**1.25%**	**$6,447**

Components of General Fund Maximum Spending Authority

1. Combined District Cost
2. Instructional Support Program
3. Preschool State Foundation Aid
4. Miscellaneous Income
5. Other SBRC Approved Authority

What is Combined District Cost?



Teacher Quality, Teacher Leader, Early Intervention, and Professional Development *

Dropout Prevention/At Risk *

AEA Flowthrough *

Supplemental Weighting
Sharing incentives, ELL, or other items times cost per student

Special Education *
Weighting of SPED students times cost per student

Regular Program Cost
Number of students times cost per student.

Denotes Restricted Funding

2015-16 Combined District Cost

TSS, TLC, EI, & PD	$6.7 million of State Categorical Funds
At-Risk Funding	SBRC Approved – Application in Nov/Dec
AEA Flowthrough	$3 million journal entry "in and out"
Supplemental Weighting	Equivalent of 81.565 students
Spec. Ed. Weighting	Level I, II, and III = 670.82 students
Regular Program Cost	$6,447 x 7,145.24 students

SPED Weightings

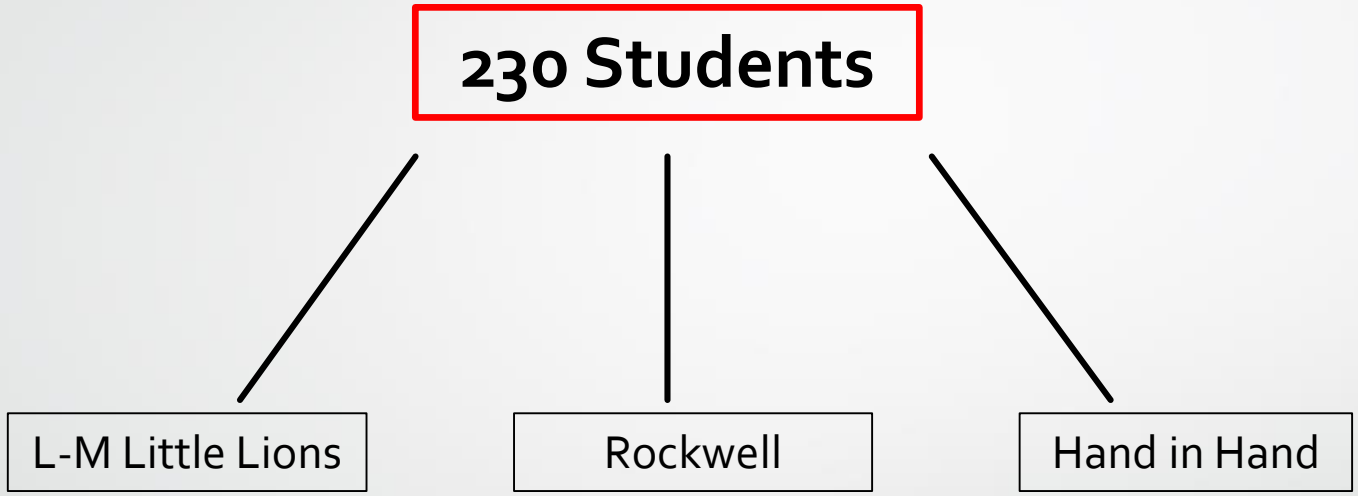
- Level I = .72
- Level II = 1.21
- Level III = 2.74

Linn-Mar's Instructional Support Program

- Voter or Board approved levy that in theory allows a District to increase its regular program district cost by 10%.
- Supposed to be funded by a combination of property taxes and state aid (25%), but State has since eliminated this appropriation
- The District cannot make up this shortfall locally ($1.4 million)
- As a result Linn-Mar's ISL funding for FY2016 is about $3 million or 7% of its regular program district cost

Preschool State Foundation Aid

(Restricted Funding)



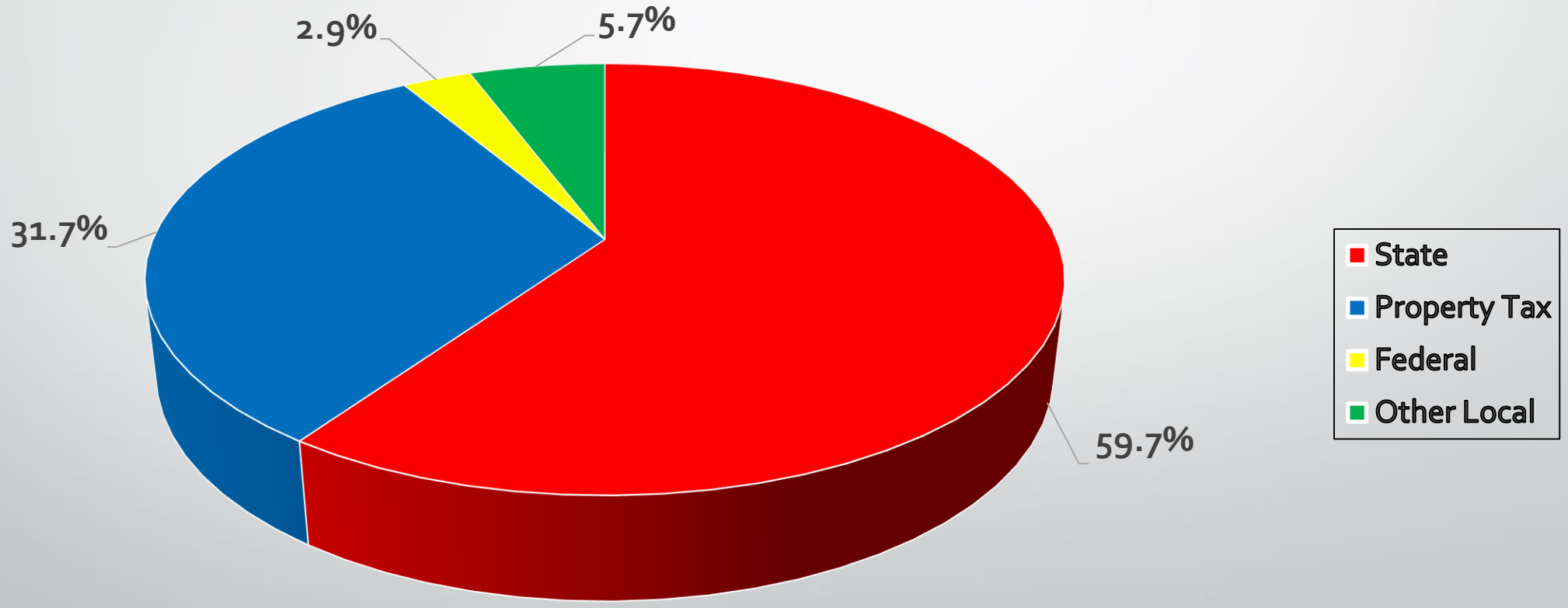
**District receives one-half the State cost per pupil for four year-old preschool students*

Miscellaneous Income Examples

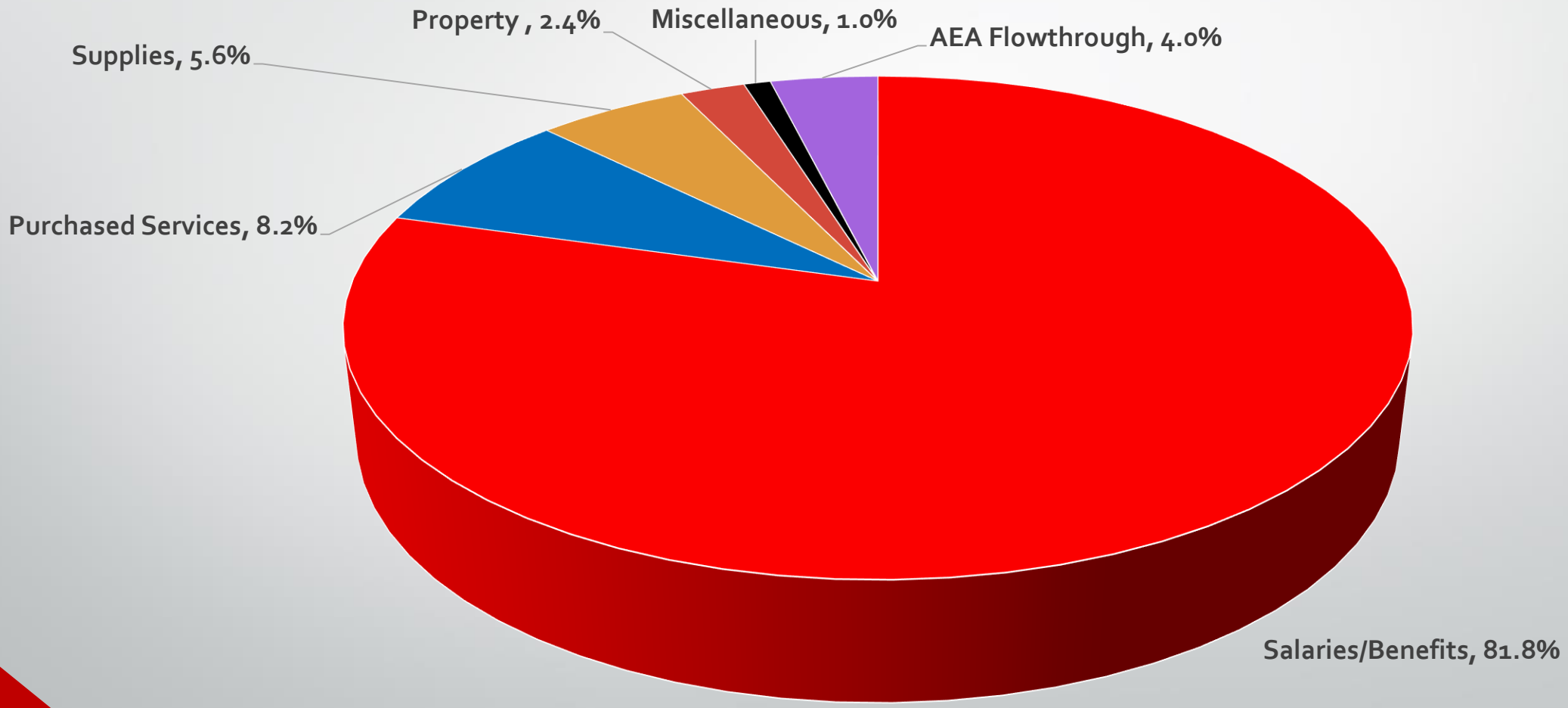
- Open Enrollment Revenue
- Federal Grants (e.g. Title Programs, IDEA part B, Perkins)*
- State Grants (e.g. Non-public Transportation)*
- Student Fees
- Medicaid Reimbursements*
- Local grants or donations*
- Interest

Denotes Restricted Funding

Breakdown of General Fund Revenue



Breakdown of General Fund Expenditures



General Fund Review

Basic Principles:

1. Student driven, amount per student set by legislature.
2. Tax rate largely driven by formula and school board only impacts small portion
3. District can only spend funds on allowable purposes.
4. 80% - 82% of the district's general fund expenditures is made up of staff salaries and benefits

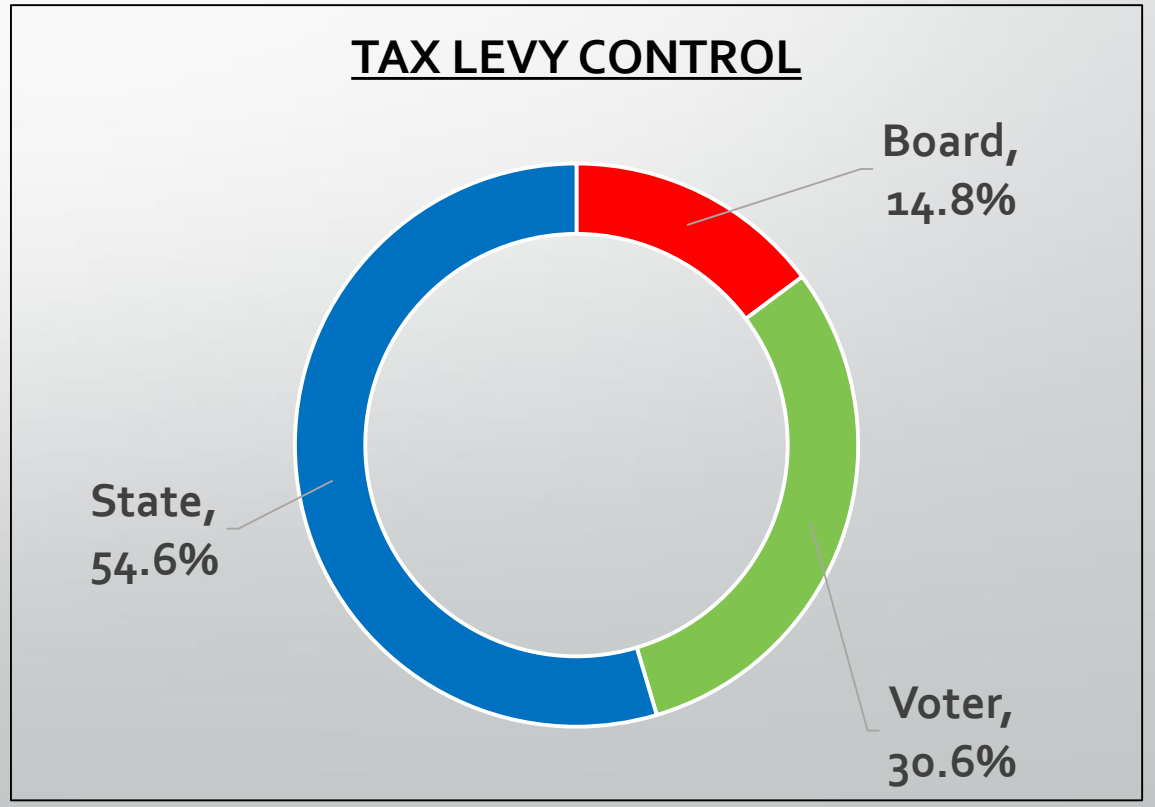
OVERVIEW OF FUNDS

Property Tax Levying Funds

FUND:	General Fund	Management Fund	PERL Fund	PPEL Fund	Debt Service Fund	SAVE/Capital Projects	Student Activity Fund	Nutrition Fund	Other Enterprise
REVENUES:	-Property Taxes -State Aid -Misc. Income	-Property Taxes	-Property Taxes	-Property Taxes	-Property Taxes -Transfers	-Sales Tax -Bond Proceeds	-Admissions - Fundraising -Student Dues	-Meal Sales -Fed./State Reimburse	-School Store -Community Pool
EXPENSES:	-Salaries -Benefits -Materials -Utilities	-Liability Ins. -Property Ins. -Early Retirement	-Playgrounds -Rec. Spaces	-Building Construct. -Vehicles -Equip > $500	-Debt Principal & Interest	-Capital Projects -Technology	-Support Co-Curricular Activities	-Food Services	-Enterprise Costs

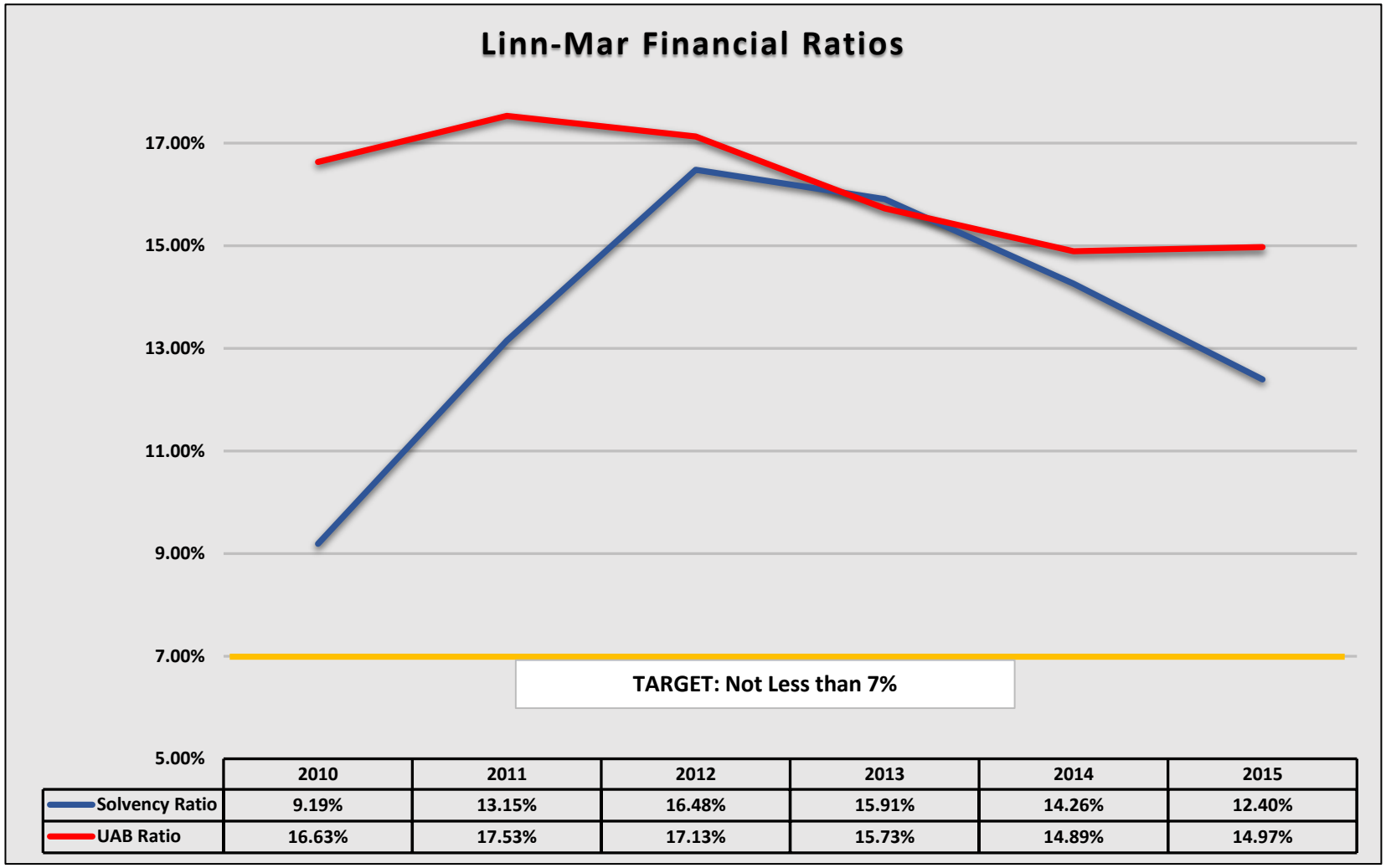
FY2016 Total Property Tax Levy

FUND	RATE
General	$13.03
Management	$.55
Reg. PPEL	$.33
Voted PPEL	$1.34
PERL	$.135
Debt Service	$1.99
TOTAL	**$17.375**

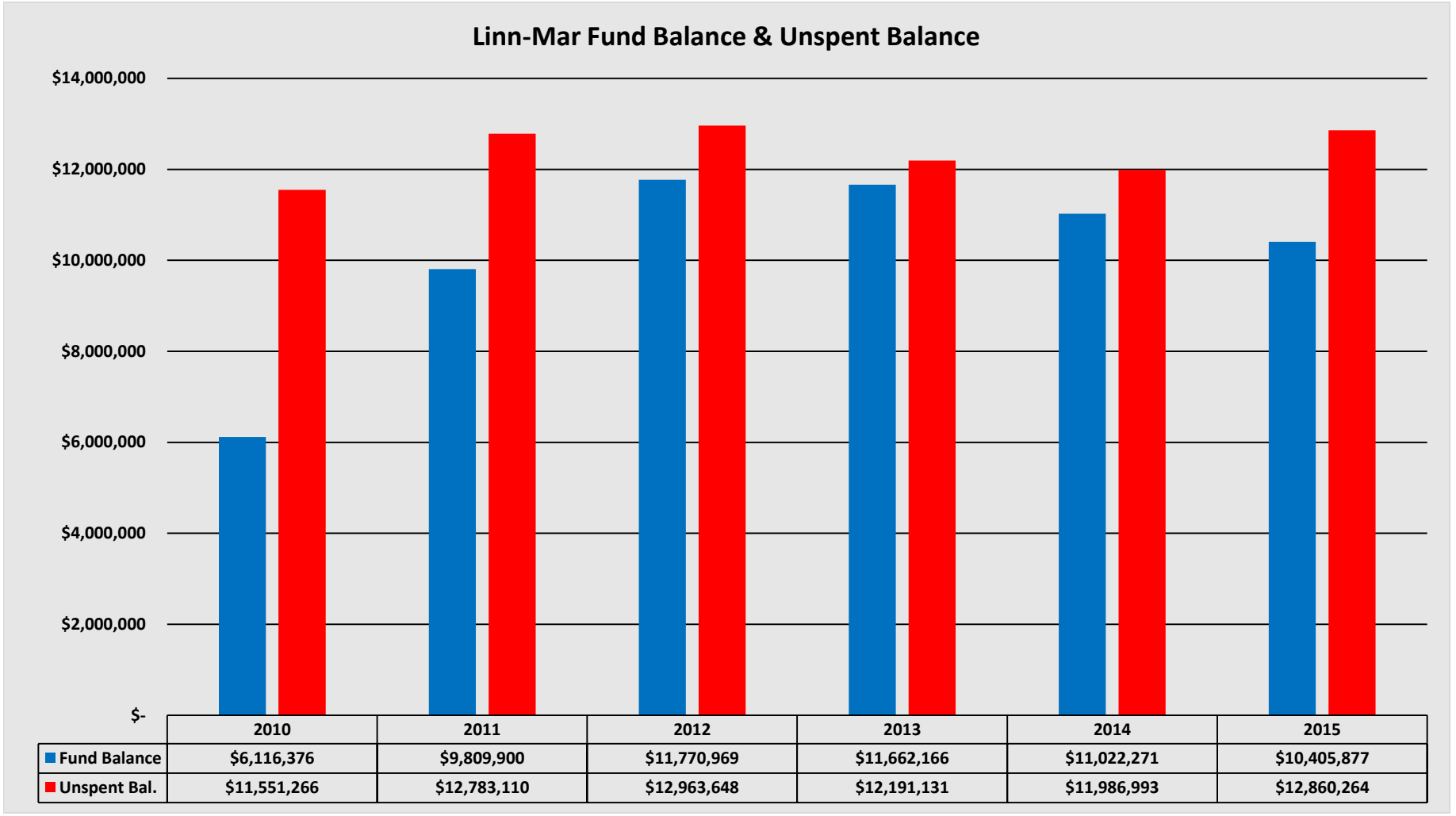


Financial Health

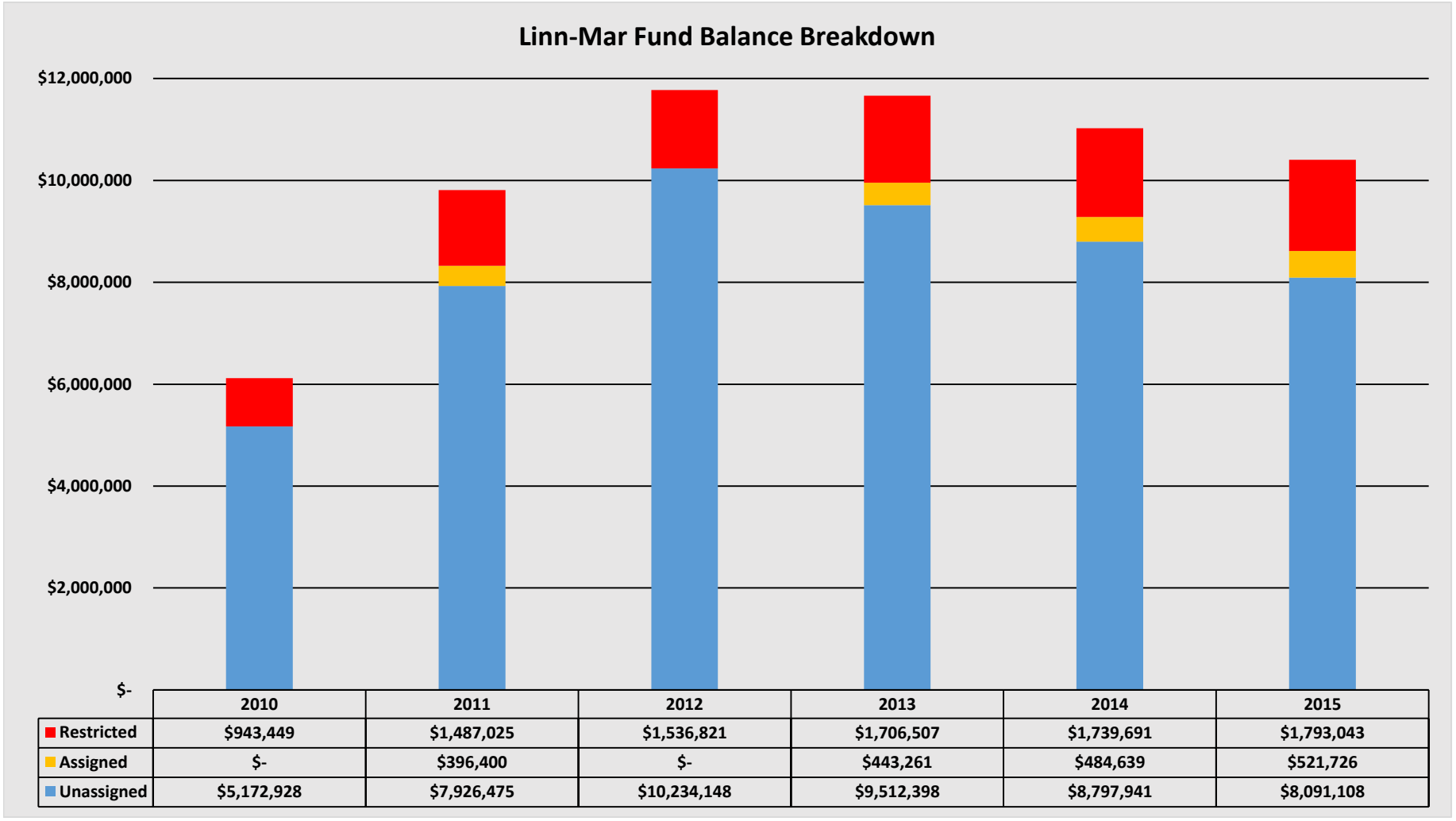
- Focus primarily on General Fund- why?
  - ✓ That's where we pay for educational program
  - ✓ Largest portion of a school's expenditures
  - ✓ Biggest risk
- Focus more on Spending Authority than Fund Balance – why?
  - ✓ Simple, Negative Spending Authority can get a district closed– Negative Fund Balance can be solved locally



	2010	2011	2012	2013	2014	2015
Solvency Ratio	9.19%	13.15%	16.48%	15.91%	14.26%	12.40%
UAB Ratio	16.63%	17.53%	17.13%	15.73%	14.89%	14.97%



	2010	2011	2012	2013	2014	2015
Fund Balance	$6,116,376	$9,809,900	$11,770,969	$11,662,166	$11,022,271	$10,405,877
Unspent Bal.	$11,551,266	$12,783,110	$12,963,648	$12,191,131	$11,986,993	$12,860,264

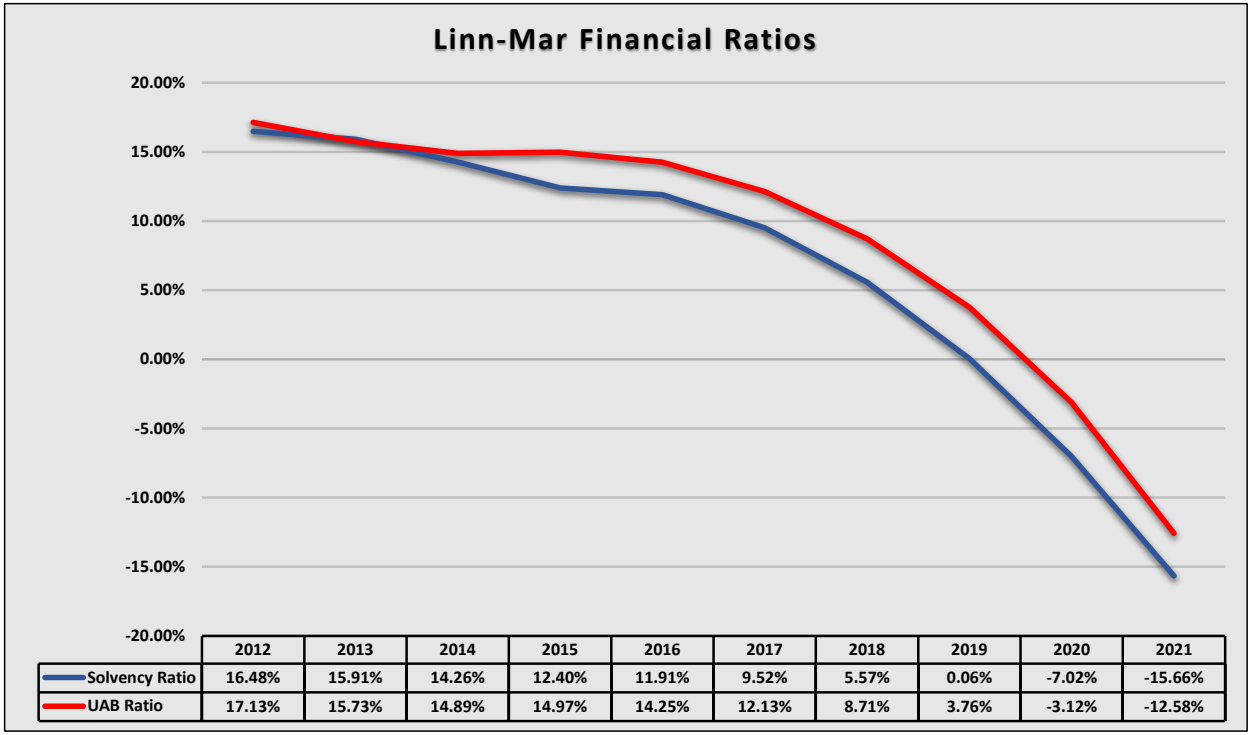


	2010	2011	2012	2013	2014	2015
Restricted	$943,449	$1,487,025	$1,536,821	$1,706,507	$1,739,691	$1,793,043
Assigned	$-	$396,400	$-	$443,261	$484,639	$521,726
Unassigned	$5,172,928	$7,926,475	$10,234,148	$9,512,398	$8,797,941	$8,091,108

SCENARIO 1

Assumptions:

- **Supplemental State Aid Growth = 1.25%**
- **Annual Enrollment Growth = 75 students**
- **Salaries/Benefits Inflation % = 4%**
- **Non-Staff Expenses Inflation = 3%**



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	9.52%	5.57%	0.06%	-7.02%	-15.66%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	12.13%	8.71%	3.76%	-3.12%	-12.58%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		1.3%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

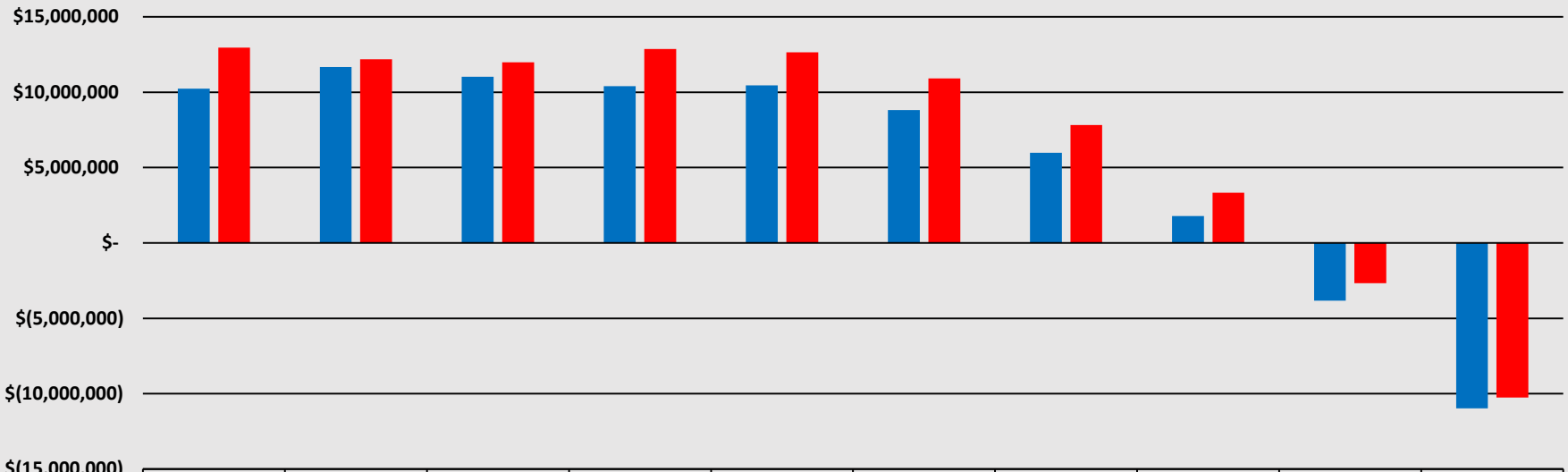
Target = 5%- 15%

2 *Unspent Authorized Budget (UAB)* : *Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%

Linn-Mar Fund Balance & Unspent Balance



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$8,808,357	$5,975,788	$1,786,894	$(3,835,045)	$(10,970,647
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$10,912,623	$7,829,949	$3,328,453	$(2,670,462)	$(10,249,348

Assumptions:

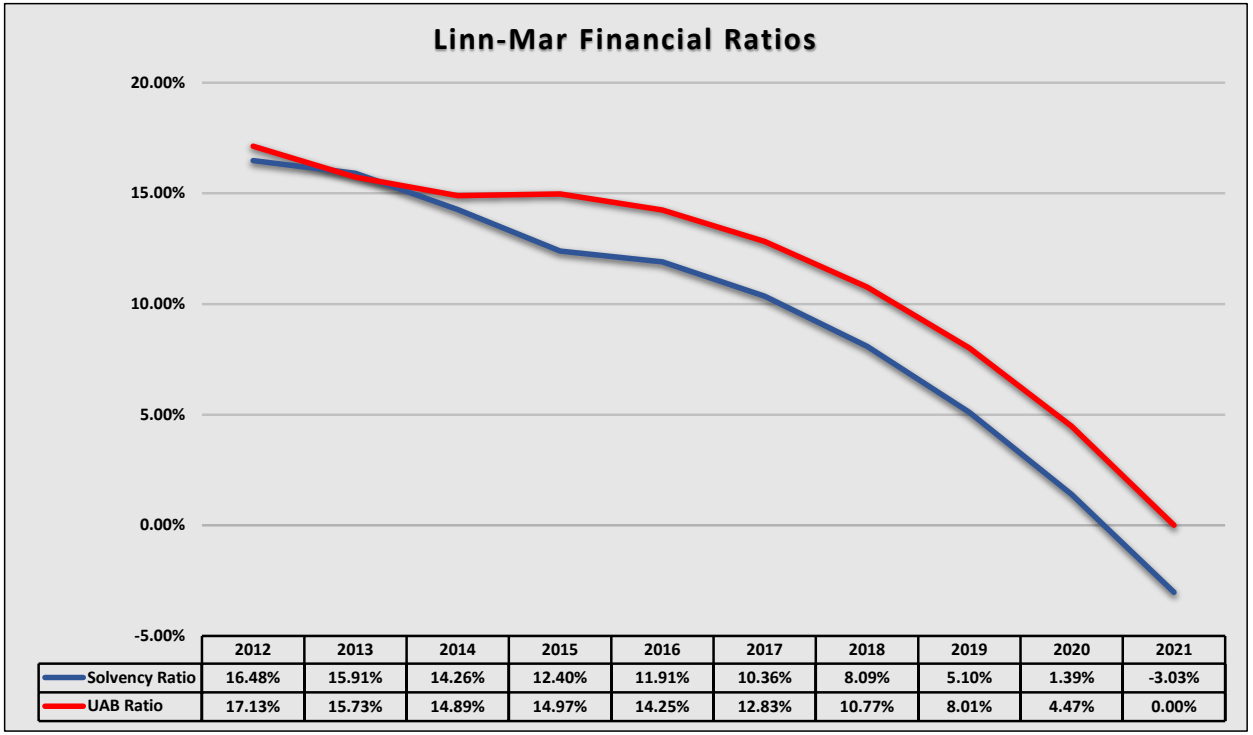
Annual Enrollment Growth	+	75
Supplemental State %		1.3%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$8,808,357	$5,975,788	$1,786,894	($3,835,045)
	Revenues	$67,861,320	$72,405,068	$76,193,868	$77,383,571	$79,194,623	$80,956,126	$82,760,524	$84,608,562
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,024,503	$82,027,192	$85,145,021	$88,382,462	$91,744,164
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	($1,640,932)	($2,832,569)	($4,188,894)	($5,621,939)	($7,135,602)
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$8,808,357	$5,975,788	$1,786,894	($3,835,045)	($10,970,647)
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**9.52%**	**5.57%**	**0.06%**	**-7.02%**	**-15.66%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$10,912,623	$7,829,949	$3,328,453	($2,670,462)
	Revenues	$68,297,077	$73,894,733	$75,941,451	$77,285,868	$78,944,518	$80,643,524	$82,383,547	$84,165,279
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,024,503	$82,027,192	$85,145,021	$88,382,462	$91,744,164
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($1,738,635)	($3,082,674)	($4,501,496)	($5,998,915)	($7,578,886)
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$10,912,623	$7,829,949	$3,328,453	($2,670,462)	($10,249,348)
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**12.13%**	**8.71%**	**3.76%**	**-3.12%**	**-12.58%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.0067**	**$13.1358**	**$13.2144**	**$13.2936**	**$13.3733**

SCENARIO 1B

Assumptions:

- Supplemental State Aid Growth = 1.25%
- Annual Enrollment Growth = 75 students
- Salaries/Benefits Inflation % = 3%
- Non-Staff Expenses Inflation = 3%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	10.36%	8.09%	5.10%	1.39%	-3.03%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	12.83%	10.77%	8.01%	4.47%	0.00%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		1.3%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

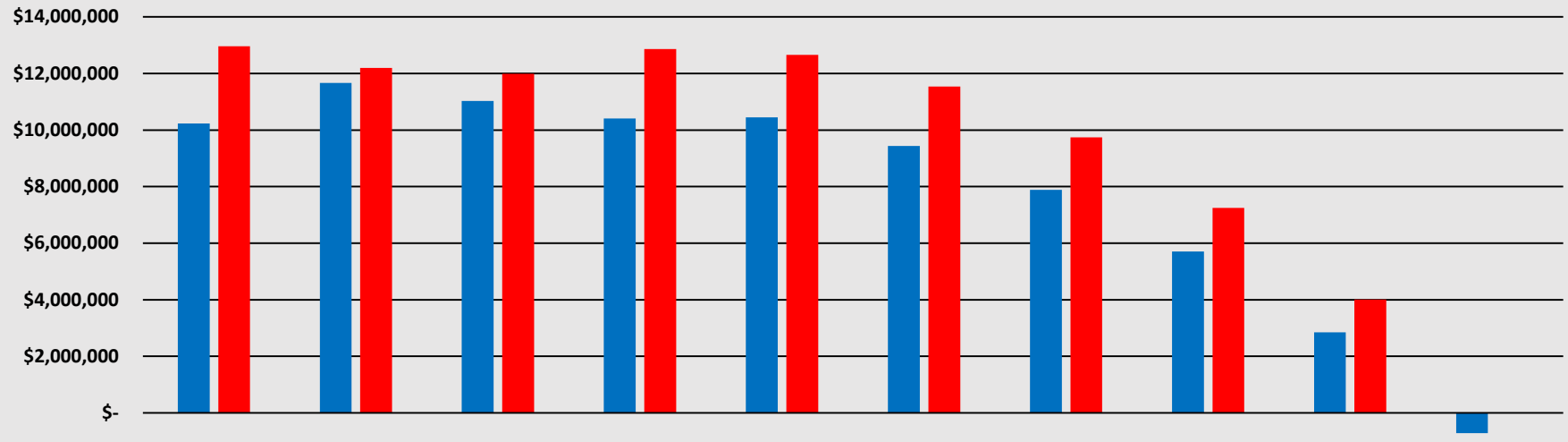
Target = 5%- 15%

2 *Unspent Authorized Budget (UAB)* : *Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%

Linn-Mar Fund Balance & Unspent Balance



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,431,432	$7,888,628	$5,702,109	$2,843,493	$(716,979)
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,535,698	$9,742,789	$7,243,669	$4,008,076	$4,321

Assumptions:

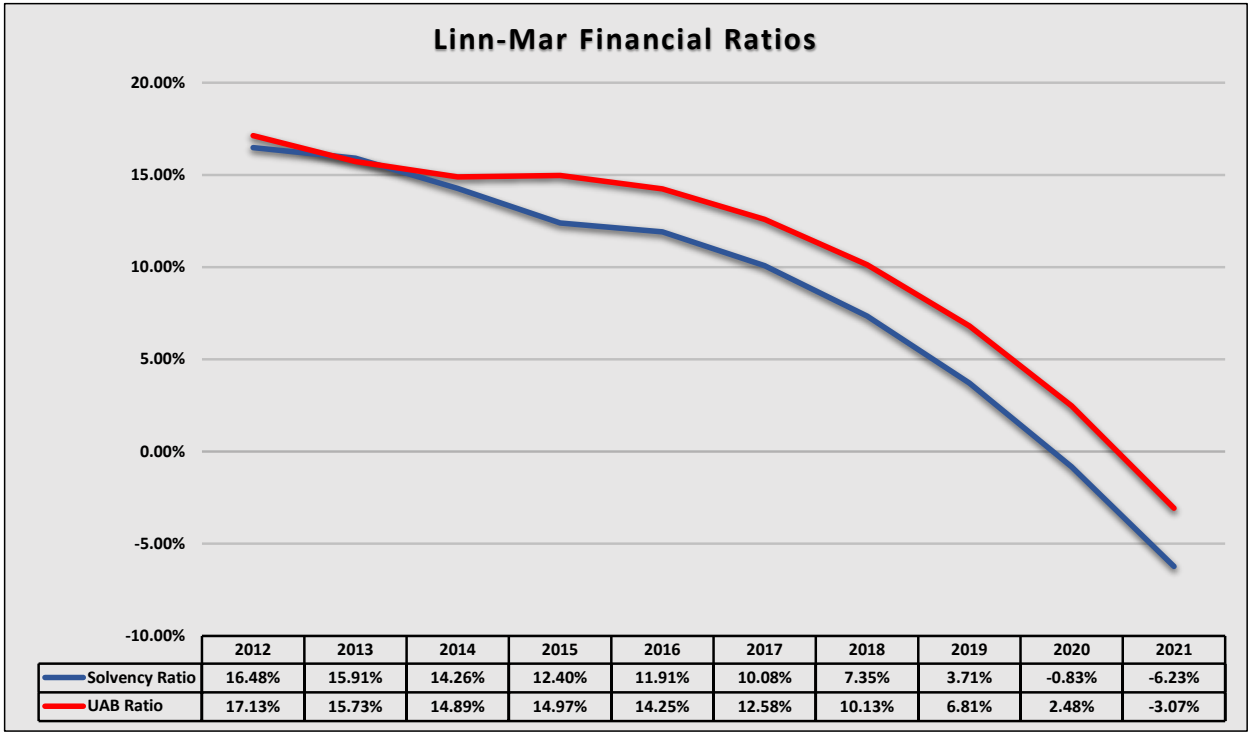
Annual Enrollment Growth	+	75
Supplemental State %		1.3%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,431,432	$7,888,628	$5,702,109	$2,843,493
	Revenues	$67,861,320	$72,405,068	$76,193,868	$77,383,571	$79,194,623	$80,956,126	$82,760,524	$84,608,562
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,401,428	$80,737,427	$83,142,645	$85,619,140	$88,169,033
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	($1,017,857)	($1,542,804)	($2,186,518)	($2,858,617)	($3,560,471)
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$9,431,432	$7,888,628	$5,702,109	$2,843,493	($716,979)
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**10.36%**	**8.09%**	**5.10%**	**1.39%**	**-3.03%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,535,698	$9,742,789	$7,243,669	$4,008,076
	Revenues	$68,297,077	$73,894,733	$75,941,451	$77,285,868	$78,944,518	$80,643,524	$82,383,547	$84,165,279
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,401,428	$80,737,427	$83,142,645	$85,619,140	$88,169,033
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($1,115,560)	($1,792,909)	($2,499,120)	($3,235,593)	($4,003,755)
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$11,535,698	$9,742,789	$7,243,669	$4,008,076	$4,321
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**12.83%**	**10.77%**	**8.01%**	**4.47%**	**0.00%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.0067**	**$13.1358**	**$13.2144**	**$13.2936**	**$13.3733**

SCENARIO 2

Assumptions:

- **Supplemental State Aid Growth = 2%**
- **Annual Enrollment Growth = 75 students**
- **Salaries/Benefits Inflation % = 4%**
- **Non-Staff Expenses Inflation = 3%**



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	10.08%	7.35%	3.71%	-0.83%	-6.23%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	12.58%	10.13%	6.81%	2.48%	-3.07%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		2.0%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

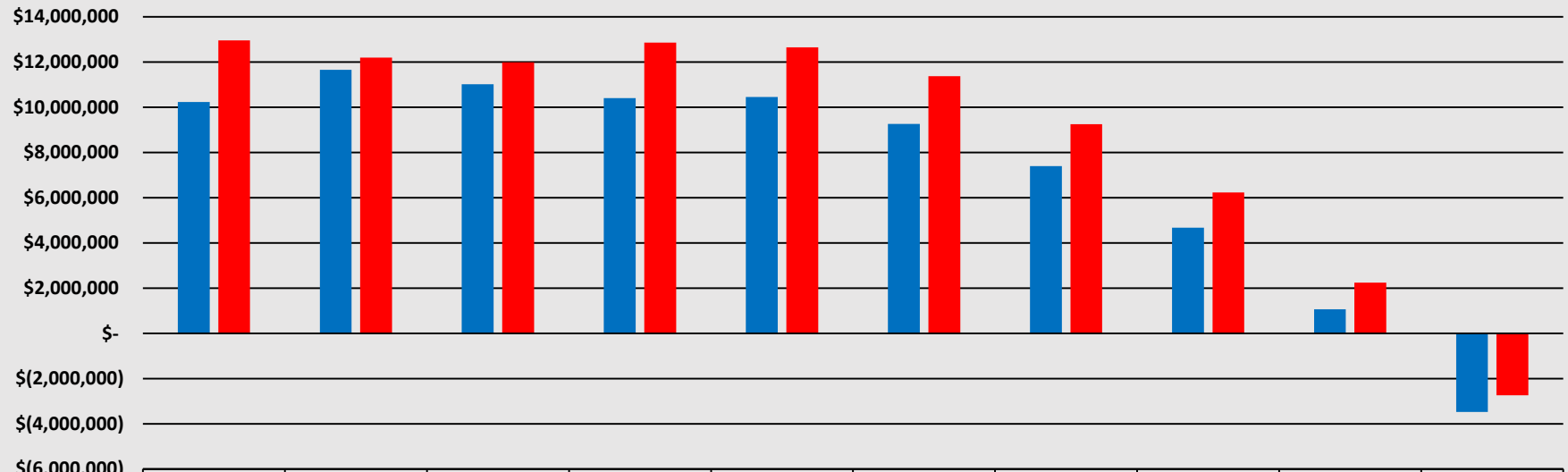
Target = 5%- 15%

2 *Unspent Authorized Budget (UAB) : Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%

Linn-Mar Fund Balance & Unspent Balance



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,269,960	$7,392,819	$4,673,992	$1,066,602	$(3,479,382)
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,377,826	$9,254,331	$6,226,727	$2,246,336	$(2,738,807)

Assumptions:

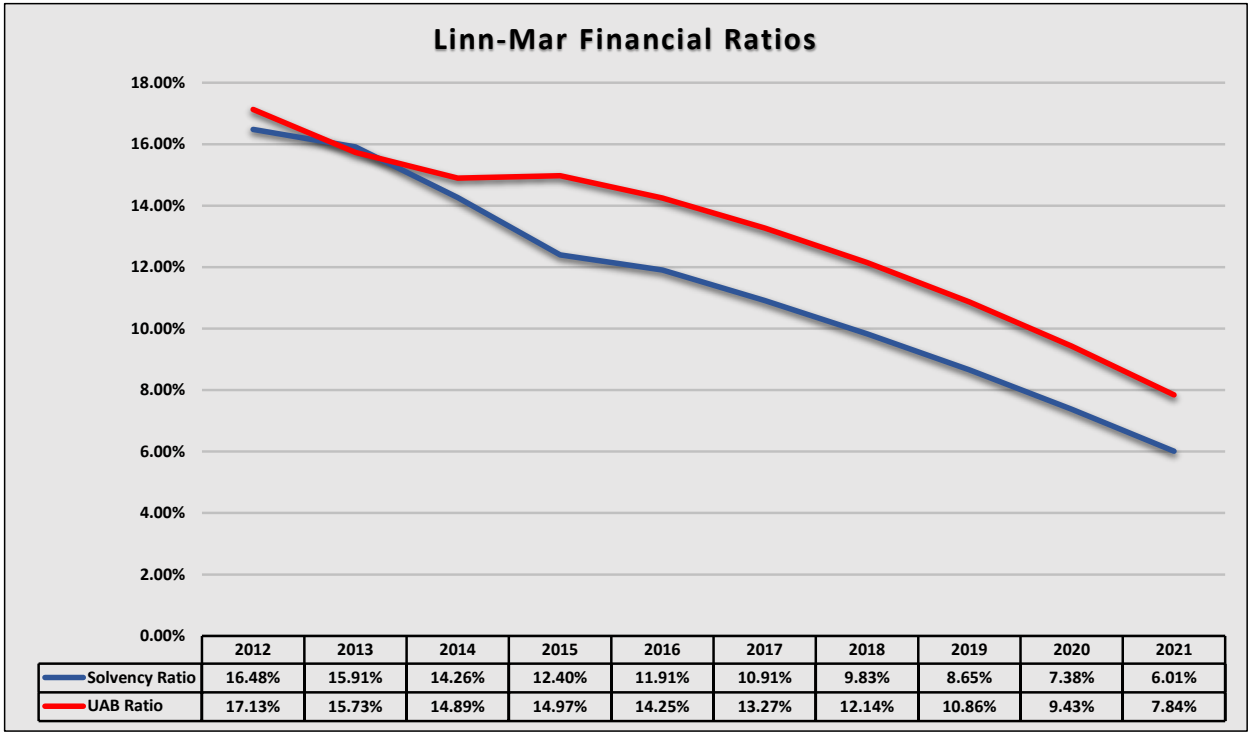
Annual Enrollment Growth	+	75
Supplemental State %		2.0%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,269,960	$7,392,819	$4,673,992	$1,066,602
	Revenues	$67,861,320	$72,405,068	$76,193,868	$77,869,908	$80,200,852	$82,504,442	$84,882,196	$87,335,658
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,049,236	$82,077,993	$85,223,269	$88,489,586	$91,881,642
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	($1,179,328)	($1,877,141)	($2,718,827)	($3,607,390)	($4,545,984)
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$9,269,960	$7,392,819	$4,673,992	$1,066,602	($3,479,382)
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**10.08%**	**7.35%**	**3.71%**	**-0.83%**	**-6.23%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,377,826	$9,254,331	$6,226,727	$2,246,336
	Revenues	$68,297,077	$73,894,733	$75,941,451	$77,775,804	$79,954,497	$82,195,665	$84,509,195	$86,896,499
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,049,236	$82,077,993	$85,223,269	$88,489,586	$91,881,642
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($1,273,432)	($2,123,496)	($3,027,604)	($3,980,391)	($4,985,143)
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$11,377,826	$9,254,331	$6,226,727	$2,246,336	($2,738,807)
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**12.58%**	**10.13%**	**6.81%**	**2.48%**	**-3.07%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.0490**	**$13.2255**	**$13.3500**	**$13.4780**	**$13.6091**

SCENARIO 2B

Assumptions:

- Supplemental State Aid Growth = 2%
- Annual Enrollment Growth = 75 students
- Salaries/Benefits Inflation % = 3%
- Non-Staff Expenses Inflation = 3%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	10.91%	9.83%	8.65%	7.38%	6.01%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	13.27%	12.14%	10.86%	9.43%	7.84%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		2.0%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

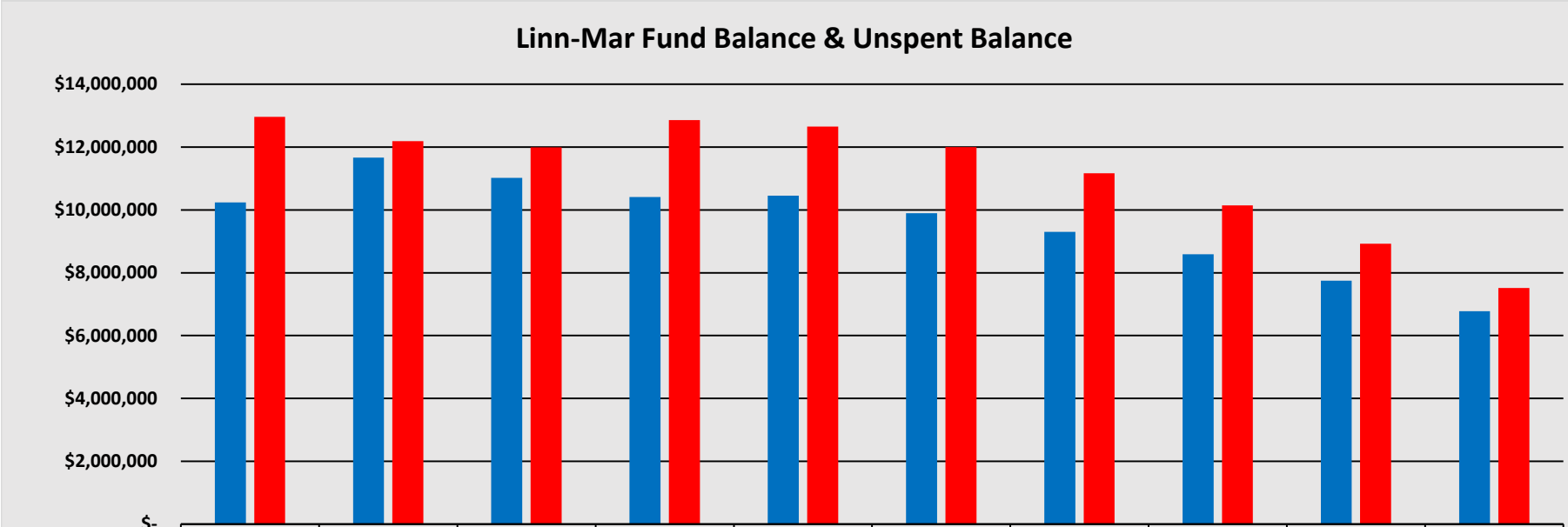
$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

Target = 5%- 15%

2 *Unspent Authorized Budget (UAB) : Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,893,035	$9,305,659	$8,589,208	$7,745,140	$6,774,287
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$12,000,901	$11,167,171	$10,141,943	$8,924,873	$7,514,861

Assumptions:

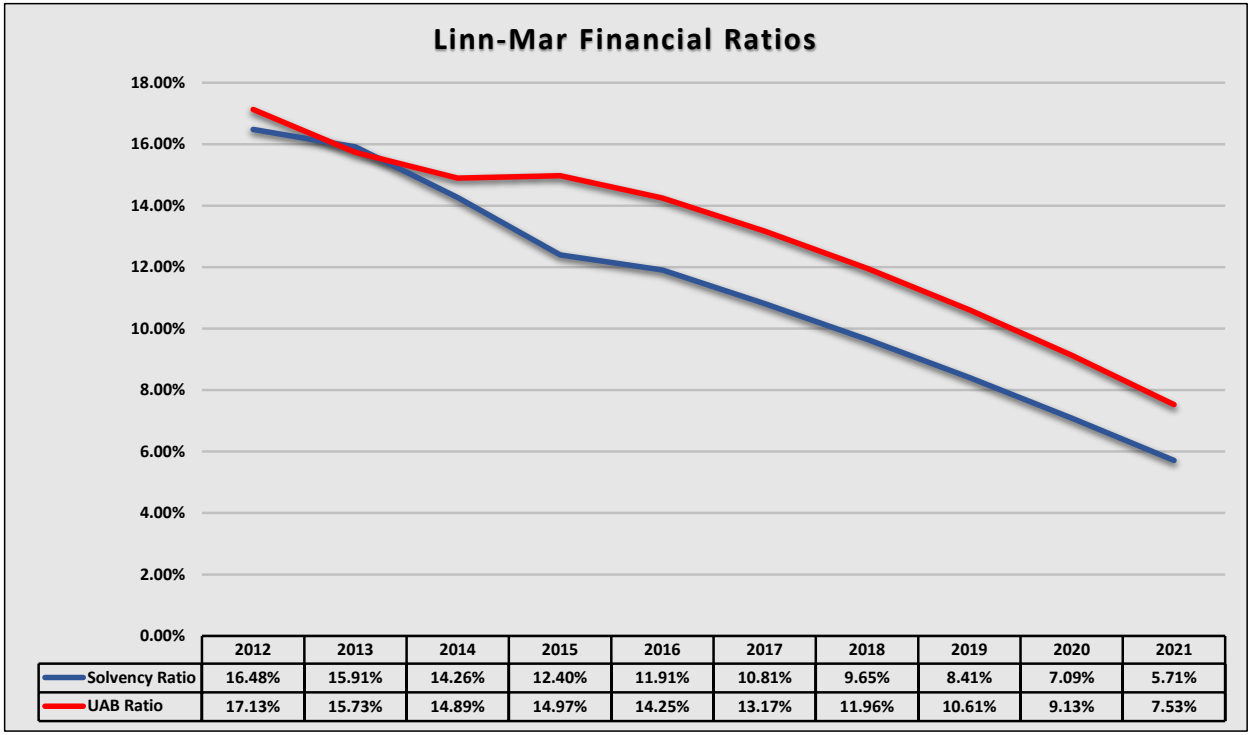
Annual Enrollment Growth	+	75
Supplemental State %		2.0%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,893,035	$9,305,659	$8,589,208	$7,745,140
	Revenues	$67,861,320	$72,405,068	$76,193,868	$77,869,908	$80,200,852	$82,504,442	$84,882,196	$87,335,658
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,426,162	$80,788,228	$83,220,893	$85,726,264	$88,306,511
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	($556,254)	($587,376)	($716,451)	($844,068)	($970,853)
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$9,893,035	$9,305,659	$8,589,208	$7,745,140	$6,774,287
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**10.91%**	**9.83%**	**8.65%**	**7.38%**	**6.01%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$12,000,901	$11,167,171	$10,141,943	$8,924,873
	Revenues	$68,297,077	$73,894,733	$75,941,451	$77,775,804	$79,954,497	$82,195,665	$84,509,195	$86,896,499
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,426,162	$80,788,228	$83,220,893	$85,726,264	$88,306,511
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($650,357)	($833,731)	($1,025,228)	($1,217,069)	($1,410,012)
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$12,000,901	$11,167,171	$10,141,943	$8,924,873	$7,514,861
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**13.27%**	**12.14%**	**10.86%**	**9.43%**	**7.84%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.0490**	**$13.2255**	**$13.3500**	**$13.4780**	**$13.6091**

SCENARIO 3

Assumptions:

- **Supplemental State Aid Growth = 3%**
- **Annual Enrollment Growth = 75 Students**
- **Salaries/Benefits Inflation % = 4%**
- **Non-Staff Expenses Inflation % = 3%**



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	10.81%	9.65%	8.41%	7.09%	5.71%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	13.17%	11.96%	10.61%	9.13%	7.53%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		3.0%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

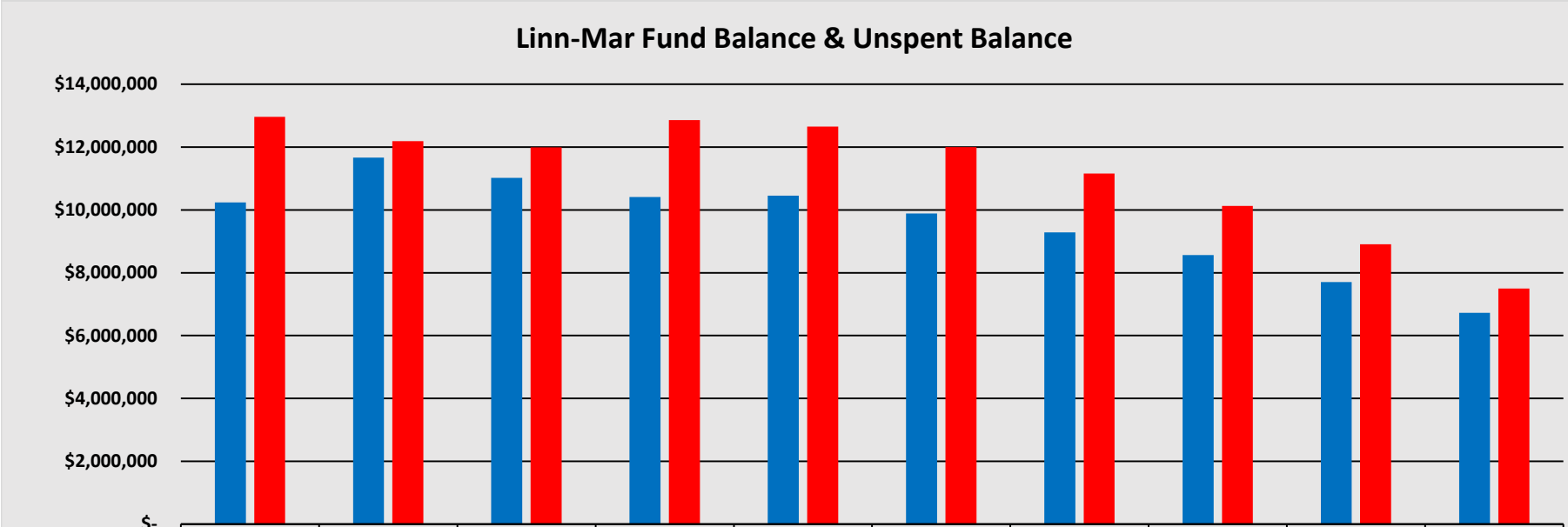
$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

Target = 5%- 15%

2 *Unspent Authorized Budget (UAB)* : *Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,885,431	$9,286,370	$8,560,505	$7,705,975	$6,727,612
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,998,097	$11,157,707	$10,128,389	$8,906,408	$7,494,736

Assumptions:

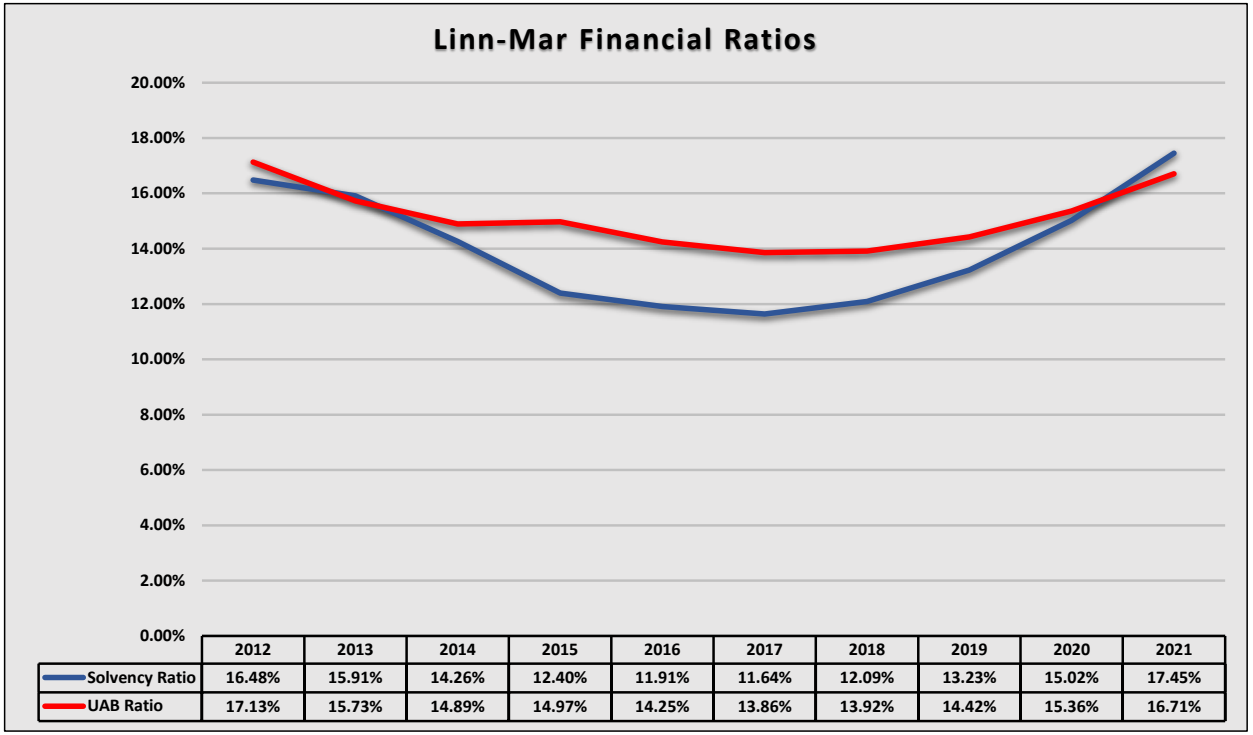
Annual Enrollment Growth	+	75
Supplemental State %		3.0%
Salaries/Benefits Inflation %		4.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$9,885,431	$9,286,370	$8,560,505	$7,705,975
	Revenues	$67,861,320	$72,405,068	$76,193,868	$78,518,357	$81,547,249	$84,603,539	$87,781,611	$91,092,981
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,082,215	$82,146,310	$85,329,404	$88,636,140	$92,071,345
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	($563,857)	($599,061)	($725,866)	($854,530)	($978,363)
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$9,885,431	$9,286,370	$8,560,505	$7,705,975	$6,727,612
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**10.81%**	**9.65%**	**8.41%**	**7.09%**	**5.71%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$11,998,098	$11,157,707	$10,128,389	$8,906,408
	Revenues	$68,297,077	$73,894,733	$75,941,451	$78,429,054	$81,305,919	$84,300,087	$87,414,160	$90,659,672
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$79,082,215	$82,146,310	$85,329,404	$88,636,140	$92,071,345
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($653,161)	($840,391)	($1,029,318)	($1,221,981)	($1,411,672)
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$11,998,098	$11,157,707	$10,128,389	$8,906,408	$7,494,736
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**13.17%**	**11.96%**	**10.61%**	**9.13%**	**7.53%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.1054**	**$13.3425**	**$13.5334**	**$13.7285**	**$13.9316**

SCENARIO 3B

Assumptions:

- Supplemental State Aid Growth = 3%
- Annual Enrollment Growth = 75 Students
- Salaries/Benefits Inflation % = 3%
- Non-Staff Expenses Inflation % = 3%



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Solvency Ratio	16.48%	15.91%	14.26%	12.40%	11.91%	11.64%	12.09%	13.23%	15.02%	17.45%
UAB Ratio	17.13%	15.73%	14.89%	14.97%	14.25%	13.86%	13.92%	14.42%	15.36%	16.71%

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		3.0%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

Calculations:

1 *Solvency Ratio:* *Measure of the District's general fund financial health*

$$\frac{\text{(Assigned + Unassigned Fund Balance)}}{\text{(Total General Fund Revenue - AEA Flowthrough)}}$$

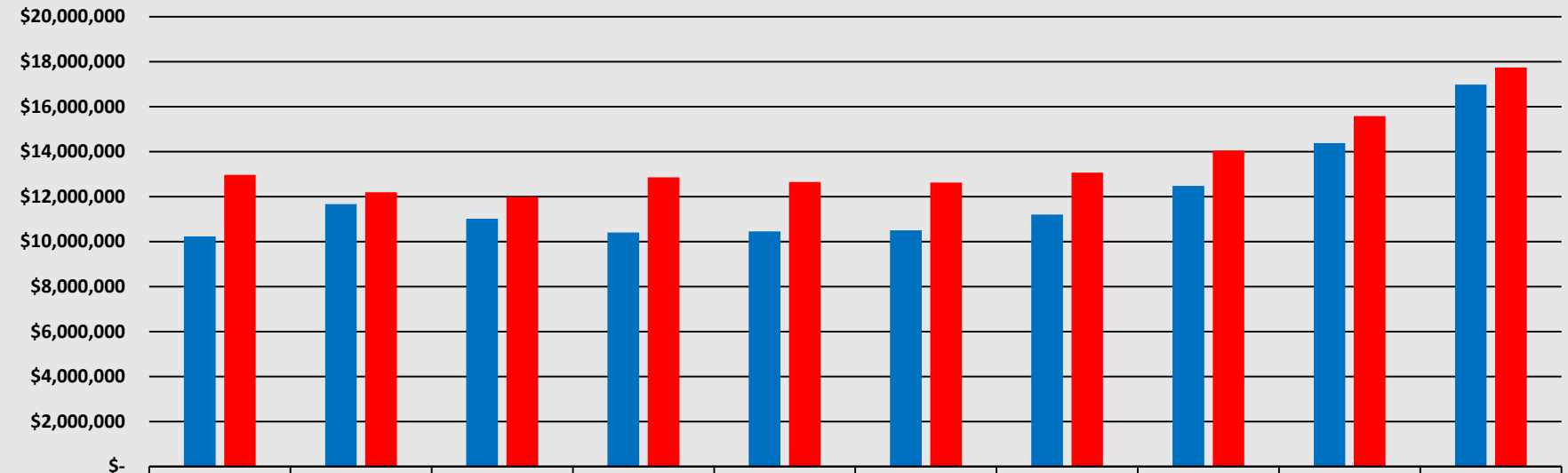
Target = 5%- 15%

2 *Unspent Authorized Budget (UAB)* : *Amount of spending authority left at the end of the year after deducting general fund expenditures incurred during the year*

$$\frac{\text{Unspent Authorized Budget}}{\text{Maximum Authorized Budget}}$$

Target = 5%- 15%

Linn-Mar Fund Balance & Unspent Balance



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fund Balance	$10,234,148	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$10,508,506	$11,199,210	$12,475,721	$14,384,513	$16,981,280
Unspent Bal.	$12,963,648	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$12,621,172	$13,070,547	$14,043,605	$15,584,946	$17,748,405

Assumptions:

Annual Enrollment Growth	+	75
Supplemental State %		3.0%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

SUMMARY RESULTS:		FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Fund/Cash Balance									
	Beginning Fund Balance	$11,662,166	$11,022,271	$10,405,877	$10,449,289	$10,508,506	$11,199,210	$12,475,721	$14,384,513
	Revenues	$67,861,320	$72,405,068	$76,193,868	$78,518,357	$81,547,249	$84,603,539	$87,781,611	$91,092,981
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,459,140	$80,856,545	$83,327,028	$85,872,819	$88,496,214
	Surplus/(Deficit)	($639,895)	($616,395)	$43,412	$59,218	$690,704	$1,276,510	$1,908,792	$2,596,767
	Ending Fund Balance	$11,022,271	$10,405,877	$10,449,289	$10,508,506	$11,199,210	$12,475,721	$14,384,513	$16,981,280
	Solvency Ratio	**14.26%**	**12.40%**	**11.91%**	**11.64%**	**12.09%**	**13.23%**	**15.02%**	**17.45%**
Spending Authority Balance									
	Beginning Fund Balance	$12,191,131	$11,986,993	$12,860,264	$12,651,258	$12,621,172	$13,070,547	$14,043,605	$15,584,946
	Revenues	$68,297,077	$73,894,733	$75,941,451	$78,429,054	$81,305,919	$84,300,087	$87,414,160	$90,659,672
	Expenditures	$68,501,215	$73,021,462	$76,150,457	$78,459,140	$80,856,545	$83,327,028	$85,872,819	$88,496,214
	Surplus/(Deficit)	($204,138)	$873,271	($209,006)	($30,086)	$449,374	$973,058	$1,541,341	$2,163,459
	Ending Authority Balance	$11,986,993	$12,860,264	$12,651,258	$12,621,172	$13,070,547	$14,043,605	$15,584,946	$17,748,405
	UAB Ratio	**14.89%**	**14.97%**	**14.25%**	**13.86%**	**13.92%**	**14.42%**	**15.36%**	**16.71%**
Est. General Fund Tax Levy		**$12.7319**	**$12.5064**	**$13.0345**	**$13.1054**	**$13.3425**	**$13.5334**	**$13.7285**	**$13.9316**

Linn-Mar Community School District

LMEA Nego. Summary

Fiscal Year	Enrollment Growth	% SSA	% of New Money	New Money In Dollars	Settlements w/o TQ	Settlement w/ TQ	Cost of Settlements	Settlement % of New Money	Base Sal. Increase	Monthly Flex $ Increase	Add'l Monthly Family Ins. Contribution	Solvency Ratio	Certified Staff FTE	Increase in Cert. Staff	Health Ins. Rate % Increase
2008	415.7	4.00%	11.49%	3,405,424	5.97%	n/a	$ 1,404,268	41.24%	$1,227	$ 10	$ 258	5.55%	435.43	33.905	1.81%
2009	175.4	4.00%	6.92%	2,287,187	5.25%	n/a	$ 1,338,598	58.53%	$1,000	$ -	$ 258	8.00%	448.6	13.17	0%
2010	119.3	4.00%	5.95%	2,102,737	4.05%	3.72%	$ 1,135,674	54.01%	$600	$ -	$ 258	8.78%	453.6	5	0%
2011	109.7	2.00%	3.72%	1,391,928	2.74%	2.83%	$ 806,845	57.97%	$300	$ -	$ 258	12.53%	452.6	-1	0.00%
2012	43.5	0.00%	0.66%	255,954	3.25%	3.25%	$ 975,508	381.13%	$229	$ -	$ 258	15.83%	458.5	5.9	3.60%
2013	85.62	2.00%	3.32%	1,297,655	4.22%	4.20%	$ 1,419,225	109%	$801	$ -	$ 258	15.27%	466.35	7.85	-1.82%
2014	150.16	2.00%	4.28%	1,727,361	3.94%	4.20%	$ 1,498,824	87%	$800	$ 24	$ 258	14.26%	471.5	5.15	5.50%
2015	63.12	4.00%	4.95%	2,086,431	4.01%	4.15%	$ 1,537,605	74%	$775	$ 31	$ 258	12.40%	479.2	7.7	9.70%
2016	202.2	1.25%	4.20%	1,859,023	4.13%	4.20%	$ 1,636,499	88%	$915	$ -	$ 258	TBD	493.87	14.67	-9.00%

New Money Calculation FY2017

% SSA	14-Oct Enroll	15-Oct Enrollment	Enroll Change		FY2016 DCCP	FY2017 DCCP		FY2016 Regular Prog.	FY2017 Regular Prog.		Budget Guarantee		"New" Money	% Change
0.00%	7145.24	7197.94	52.7		$ 6,447	$ 6,447		$ 46,065,362	$ 46,405,119		$ 120,897		$ 460,654	1.00%
1.00%	7145.24	7197.94	52.7		$ 6,447	$ 6,511		$ 46,065,362	$ 46,865,787		$ -		$ 800,425	1.74%
1.25%	7145.24	7197.94	52.7		$ 6,447	$ 6,528		$ 46,065,362	$ 46,988,152		$ -		$ 922,790	2.00%
1.50%	7145.24	7197.94	52.7		$ 6,447	$ 6,544		$ 46,065,362	$ 47,103,319		$ -		$ 1,037,957	2.25%
2.00%	7145.24	7197.94	52.7		$ 6,447	$ 6,576		$ 46,065,362	$ 47,333,653		$ -		$ 1,268,291	2.75%
2.50%	7145.24	7197.94	52.7		$ 6,447	$ 6,608		$ 46,065,362	$ 47,563,988		$ -		$ 1,498,625	3.25%
3.00%	7145.24	7197.94	52.7		$ 6,447	$ 6,640		$ 46,065,362	$ 47,794,322		$ -		$ 1,728,959	3.75%
3.50%	7145.24	7197.94	52.7		$ 6,447	$ 6,673		$ 46,065,362	$ 48,031,854		$ -		$ 1,966,491	4.27%
4.00%	7145.24	7197.94	52.7		$ 6,447	$ 6,705		$ 46,065,362	$ 48,262,188		$ -		$ 2,196,825	4.77%

Linn-Mar Budget Management Model 6/10/2015

The process of the budget management model is described below. Strategic action taken for fiscal control in budget crisis situations will follow the described stages in order to ensure that all areas are examined and analyzed prior to final decisions.

Linn-Mar Budget Management Process	
Stage 1: **Change in Practice**	The purpose of examining operational expenses at Stage 1 is to identify different practices that will result in a cost neutral effect on the budget (such as charging cost-based fees for building rentals) or a similar service with a different delivery model (such as reducing first class mailing by having students take home newsletters, etc.; or reassigning duties/responsibilities of staff members that resign) that result in a reduction in costs. Additional sources of revenue can also be identified to offset costs. These may include grant resources for one time purchases.
Stage 2: **Reduction of Personnel**	Since personnel is the largest part of a school budget, the next stage of budget management involves reducing personnel. Stage 2 action occurs only after all possibilities in Stage 1 are exhausted or if required budget cuts are too large to manage only with Stage 1 management strategies. Examples might include reducing the number of teacher or custodial or administrative positions. The effect would be larger class sizes or areas of the buildings being cleaned on a regular intermittent schedule rather than daily.
Stage 3: **Change, Reduction or Elimination of Programs**	The most radical budget management option is the elimination of programs. This involves cutting a whole area of staff or a significant number of staff which would result in elimination or reduction a program or service. An example of this would be cutting certain extra curricular programs, or a curriculum such as the fifth year of a foreign language which is not required by code. Another example would be to change an instructional delivery model. In some cases a reduction of staff to meet standards in the most minimum way really becomes a program cut. An example of this would be having one elementary guidance counselor or library media specialist for 7 elementary schools.

Budget Goal Priorities

Management

1. Maintain an average solvency ratio range of 7-11% (3 year average).
2. Review all practices in cycle or when opportune to revise or restructure for efficiency, revenue/expenditure neutrality, and/or deletion.
3. Implement and monitor new practices that result in efficiencies.

Revenues

1. Minimize property tax increase to meet our growth needs. Strive to reduce the over-all property tax levy.
2. Utilize PPEL, SILO funds for all general budget expenditures that qualify.
3. Seek additional sources of funding.

Expenditures

1. Allocate and distribute budgeted funds equitably for all students, programs.
2. Reduce supply and equipment budgets by 10% and eliminate or reduce purchases of supplies, services.
3. If replacing staff, restructure job responsibilities resulting in need for fewer positions.

Cost Avoidance

1. Identify planned future expenditures and re-stage timelines or seek other sources of funding.
2. Control ongoing costs to maintain savings from previous expenditure reductions.
3. Minimize hiring for new positions; reduce positions through attrition.

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Fulcrum Management Solutions Inc.

Thoughtexchange™ Terms of Service Agreement

This document together with the attached document setting forth additional terms, is a legal agreement between Fulcrum Management Solutions Inc. and you, Linn-Mar Community School District, the undersigned subscriber. This document and the attachment form a single agreement, referred to in this document and the attachment as this "Agreement." In the event of a disagreement between this document and the attachment this document takes precedence.

This is not an invoice. An invoice showing taxes and payment options will be provided after acceptance of this agreement.

Pricing

Description	Price
Thoughtexchange Software System & Professional Services*:	$59,503.00
2 District Wide Parent & Staff Engagement Processes Per Year for **3** Years (Total **6**)	
1 Staff Engagement Process Per Year for **3** Years (Total **3**)	
15 Hours Engagement Consulting	
Infrastructure Fee	
36 Months	
Including the following:	
Unlimited Facilitators for all Schools & District Office (includes all Staff, Students & Parents)	
Unlimited Participants	
Custom Branding, Unlimited Websites, Custom Reports, Consolidations & Imports, Interactive Web Reporting	
Unlimited Access to Online Tools, Email and Phone Based Support	
10% discount if paid in full upon receipt of invoice	($5,950.00)
Total	$53,553.00

* see attached Attachment A

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Payment & Term

Your total fee is 53,553.00 U.S. Dollars, payable upon acceptance.

Your license begins on January 1, 2016 and expires on December 31, 2018.

This agreement must be accepted by December 18, 2015 to be valid.

Acceptance

Please indicate your acceptance of this agreement and the attachment by email reply or by signing below and returning this cover page to us. By signing or replying you represent that you are authorized to agree to this agreement on behalf of Linn-Mar Community School District.

Notwithstanding the foregoing, Fulcrum acknowledges and agrees that this Agreement is subject to ratification by the District's Board of Directors at their meeting scheduled for January 11, 2016. Payment also indicates acceptance of these terms.

Linn-Mar Community School District	**Fulcrum Management Solutions Inc.**
	Juliette Franklin
By: _____	**By:** _____
_____	Juliette Franklin
(Above Name Printed)	**(Above Name Printed)**
_____	VP Finance
(Title)	**(Title)**
_____	December 10, 2015
(Date)	**(Date)**

FULCRUM management solutions inc

ATTACHMENT A
Thoughtexchange™ US Services Agreement
Additional Terms

1. Scope of Agreement

1.1 Fulcrum Management Solutions, Inc., a Washington corporation ("Fulcrum" or, alternatively, "we" or "us"), markets and hosts facilitated community engagement services known as Thoughtexchange (the "Thoughtexchange Services"). Attachment A (this document) is attached to a cover page. The cover page includes your price for the Thoughtexchange Services and your signature. That cover page, together with this Attachment A, set forth the terms of your use of the Thoughtexchange Services (the "Agreement").

1.2 The Thoughtexchange Services are comprised of Thoughtexchange Software and Professional Services.

1.3 The Thoughtexchange Software solicits input from members of an organization or from a broader community, each of whom is referred to in this agreement as a Participant, and who are collectively referred to as Participants. The Participants' use of the services and your responsibilities as our customer toward Participants are governed by our Participant Terms of Use (the "Terms of Use"). The current standard form of the Terms of Use can be found at http://participants.thoughtexchange.com/tou/en.pdf. If there is disagreement between a term set forth in this Agreement and a term set forth in the Terms of Use, the term contained in the Terms of Use takes precedence. You acknowledge and agree that Fulcrum may change the Terms of Use from time to time.

1.4 Your Thoughtexchange Software license below includes the ability for you or persons you authorize to use certain administrative and facilitation functions. Use of these functions is governed by a Facilitator Agreement, which is presented through a dialog in the Thoughtexchange Software and must be accepted before using any of these functions. If there is disagreement between a term set forth in this Agreement and a term set forth in the Facilitator Agreement, the term contained in this Agreement takes precedence. You acknowledge and agree that Fulcrum may change the terms of the Facilitator Agreement from time to time.

2. Use of the Software

2.1 The Thoughtexchange Software is delivered via two types of program software components: Client Software and Server Software.

a) Client Software runs on a computer that you or your Participants or your Facilitators provide or have access to. This computer must meet the minimum system requirements in order to have access to all of the Thoughtexchange functionality. These system requirements are published on our website (https://thoughtexchange.com/support/) and may change from time to time.

b) Server Software runs on a computer hosted by us. We also provide all other software components required on the server. You do not need to provide or host anything for the Server Software component of the Thoughtexchange Service.

3. License

3.1 The Thoughtexchange Services requires use of the Thoughtexchange Software. The software is licensed, not sold. This Agreement grants you the right to use the software in

connection with the Thoughtexchange Services under this Agreement, but no other rights. Specifically, you may not modify, alter or tamper with any portion of the Thoughtexchange Software (including, without limitation, the removal of any copyright or other proprietary notices) or create any derivative works of the software, or reverse engineer, decompile or disassemble any portion of the software. You may not lease, sell or otherwise transfer the software to others.

3.2 Fulcrum retains all rights in the Thoughtexchange Software, including all patent, copyright, trade secret, trademark and other proprietary rights. You will not derive and may not assert any title or interest in or to such software.

4. Professional Services

4.1 This Agreement also sets forth the terms of consulting, facilitation, moderation and any other professional services to be provided by us. We will provide any or all of the services listed in Appendix A which you have purchased (the "Professional Services"). The specific Professional Services which you have purchased are itemized on the cover page. For any services not listed on the cover page, the sections of Appendix A do not apply.

4.2 You agree that successful delivery of the Professional Services requires your involvement. You agree to provide the following:

a) at least one person to act as a contact with Fulcrum;
b) timely responses to, and participation with, Fulcrum to facilitate any of the Professional Services; and
c) if required, all necessary information required for the facilitation of a Thoughtexchange engagement, including names and email addresses of Participants.

4.3 As part of the Professional Services, we will ask you at several points to review and approve certain information or Content (as defined below in Article 11). You are solely responsible to approve any Content before it is published, and Fulcrum shall not be liable for the publication of any Content that may be considered inaccurate, inappropriate, defamatory or otherwise unlawful.

4.4 When referred to in this agreement, "permission" is defined to mean written permission received by email, fax or postal mail.

4.5 The Parties agree that the relationship of Fulcrum to you is that of an independent contractor and acknowledge that it is not the intent of the parties to create a relation of employment, partnership, agency or joint venture.

5. Ownership of Data

5.1 All data created or provided by you is owned by you. Fulcrum provides hosting for your data as well as the tools to create and manage your data.

5.2 Except as otherwise specified in this Article 5, all data created by Fulcrum during the provision of Thoughtexchange Services, including, but not limited to, text, graphics, logo, pictures, audio and video, that contains content specific to you is owned by you, and you shall have the right to use it as you see fit following termination of this Agreement.

5.3 Any designs, templates, general graphics (i.e. graphics not directly pertaining to your organization, data or Services) or method of presenting data (e.g. infographics), whether or not

created with your input and or assistance, to the extent they do not contain content specific to you are the property of Fulcrum and can be re-used by us for any purpose.

5.4 All data provided by a Participant is owned by that Participant. This data is licensed to and shared with both you and Fulcrum pursuant to the Terms of Use.

5.5 The ownership rights in Article 5 shall survive the termination of this Agreement.

6. Software Usage

6.1 This Agreement allows you to provide Participant access to anyone inside or outside your organization. There is no limit on the number of participants that you can have.

6.2 If the cover page lists “Unlimited Facilitators” or makes no mention of a specific number of Facilitators then there is no limit on the number of Facilitator accounts that can be created or active. If the cover page lists a limited number of Facilitators then only that number of Facilitators may use the Facilitation functionality of the Thoughtexchange Software.

6.3 You may not provide Facilitator access to parties outside of your organization (for free or for a fee) without our express written consent, except if these parties are acting as a facilitator for a Thoughtexchange topic related to your organization.

6.4 An account registered to an individual cannot be used by anyone else unless and until the account is properly transferred to another specific individual using the Administrative Functionality (an administration feature of the Thoughtexchange Software).

6.5 Your instance of the Thoughtexchange Software is initially set up with one Administrator. You may add additional Administrators using the Administrative Functionality.

7. Pricing and Payment

7.1 The fee for your subscription to the Thoughtexchange Software and the Professional Services is itemized on the cover page of this Agreement. Upon execution of this Agreement, we will provide an invoice (or series of invoices) for this amount, including any applicable taxes. Payment is due upon receipt of our invoice(s).

7.2 At any time, you may request additional options to the Thoughtexchange Software or additional Professional Services, which will result in additional charges. Fulcrum will provide a new cover page outlining the additions, which, upon your acceptance, shall form part of this Agreement. Payment for the new options is due upon receipt of our invoice(s).

7.3 Thoughtexchange Software is licensed on a subscription basis. You purchase a number of months in advance, which becomes your “Licensed Time Period.” You agree to pay all fees to Fulcrum for the subscription period to which the payment applies, plus any amounts due for additional charges, as well as applicable taxes.

7.4 Fulcrum may change its fees at any time and in its sole discretion, provided that any such change shall become effective at the end of the current term of your subscription.

8. Term of Your Subscription to the Thoughtexchange Software.

8.1 The Term of your subscription to the Thoughtexchange Software is given on the cover page of the Agreement. It defines the Licensed Time Period during which you have access to the software.

8.2 Upon expiry of your term you will have the choice to:

a) purchase an additional term of multiple months in advance; or
b) cancel your subscription.

Failure to notify us of your choice will result in cancellation of your subscription.

8.3 You may cancel your subscription at any time by providing us with written notice. No refund is payable of any subscription fees already paid. Fulcrum may cancel your subscription at any time and will issue a refund pro-rated based on the number of months remaining to the end of the term.

8.4 Cancellation, or failure to renew your subscription, will result in suspension of the Thoughtexchange Software at the time of cancellation or at the end of your paid term. Prior to your termination you may obtain copies of your data using the data download feature. We will maintain your data for six (6) months after your last month of paid usage. After six (6) months we may, at our discretion, permanently delete your data. We do not guarantee to maintain your data after cancellation or the end of your term. We may, also at our discretion, keep your data for an indefinite amount of time so that, should you renew, you will have access to your data. Note that the more time passes the less likely we are to maintain your data, and even if we do maintain your data, as time passes it become less likely that your data will be useable due to system changes, upgrades etc.

8.5 If your subscription has been cancelled for six (6) months or more, and your data has been deleted as per Article 8.4, you will not be able to renew your subscription and will be required to commence a new subscription.

9. Term and Termination of Professional Services

9.1 The term for Professional Services shall commence as of the date of this Agreement's execution and shall continue until the Professional Services are completed, or until terminated as provided herein.

9.2 Subject to paragraph 9.4, either party may terminate the Professional Services at any time, without cause, by providing thirty (30) days written notice to the other party. If you cancel, no refund shall be payable. If Fulcrum cancels, we will provide a refund based on the proportion of incomplete services.

9.3 Fulcrum may terminate the Professional Services immediately if you breach any of the terms of this agreement, or act in any manner that reasonably may be deemed inappropriate or unlawful.

9.4 The Professional Services are only available to you while your Thoughtexchange Software subscription is active. If your subscription is terminated for any reason, these Professional Services shall terminate on the effective date of termination of your subscription to the Thoughtexchange Software.

9.5 Cancellation or failure to renew your subscription to the Thoughtexchange Software will result in suspension of the Professional Services at the time of cancellation, or at the end of your paid term, including the hosting of any website or ongoing technology service that we provide to you. Prior to your termination you may obtain copies of your hosted website and other data by making a written request to us. We will maintain your hosted data for six (6) months after your last month of paid usage. After six (6) months we may, at our discretion, permanently delete your data. We do not guarantee to maintain your data after cancellation or the end of your term. We may, at our discretion, keep your data for an indefinite amount of time so that, should you renew, you will have access to your data. Note that the more time passes the less likely we are to maintain your data, and even if we do maintain your data, as time passes it become less likely that your data will be useable due to system changes, upgrades etc.

10. Availability and Support

10.1 Fulcrum will make every reasonable effort to provide continuous access to the Thoughtexchange Software and Professional Services. Should an extended interruption of service occur, you will be notified as quickly as possible and Fulcrum will estimate to the best of its ability the expected duration of the outage. You will also be notified if scheduled outages are required for preventive maintenance.

10.2 Fulcrum may make available periodic software upgrades which will include both new functionality and fixes for problems. Fulcrum will use its best efforts to provide upgrades with fixes in a timely manner. These software upgrades are included in your subscription for the Licensed Time Period.

10.3 Fulcrum will provide support for questions and problems related to your Thoughtexchange Services by telephone and email. [The specific terms of your support are described on the cover page.] Support is provided Monday to Friday, 9 am to 5 pm Pacific Time excluding statutory holidays. We will make our best efforts to resolve your problems and address your questions in a timely manner. Web-based training and support materials are provided as-is.

11. Your Responsibility for Content

11.1 Except as and only to the extent expressly provided in the Terms of Use, you acknowledge and agree that you, and not Fulcrum, are responsible for the content of all visual, written or audible communications and any other material produced by you, your Facilitators and Participants, or anyone else who may access the Software under your subscription, that is stored or published on your Thoughtexchange Software server (“Content”).

11.2 Fulcrum is not liable for any loss or damages due to use of the Thoughtexchange Software by you or your Facilitators. It is your responsibility to ensure that your Facilitators have the right to use the Software where you are located, as well as where they are located.

11.3 The provisions in this Article 11 shall survive the termination of this Agreement.

12. Fulcrum’s Responsibility for Content

12.1 Fulcrum cannot guarantee the availability of the Thoughtexchange Software in all countries and they may not be available for use in any particular location. You are responsible for following the laws in your state, province or country.

12.2 Fulcrum makes at least daily backups of the Content in your Thoughtexchange Software system and stores a copy of the backups in a location separate from the live Content. Fulcrum

will use its best efforts to ensure the effectiveness of these backups and, in the event of system failure, Fulcrum will use its best efforts to recover and restore the most current and complete Content available.

12.3 Fulcrum does not guarantee the accuracy, integrity or quality of any Content.

12.4 You and your Facilitators and Participants control the privacy of your Content. Fulcrum will use commercially reasonable efforts to maintain the privacy of your Content stored in the Thoughtexchange system and, except as permitted by this Agreement or the Terms of Use or otherwise required by law, Fulcrum will not share such Content with anyone outside of Fulcrum without permission. If you grant us permission to use this information publicly you agree this information may be used by us for all business purposes, without any accounting or any payment to you, unless otherwise arranged at the time permission was given.

12.5 Fulcrum will use commercially reasonable efforts to ensure that only Facilitators authorized by you have access to your Content. You, and not Fulcrum, are responsible for conforming to any legal requirements of your jurisdiction concerning data access.

12.6 In addition to Fulcrum's rights under the Terms of Use, you acknowledge and agree that Fulcrum may cooperate with any governmental authority in connection with any investigation into your use of the Software, including use in contravention of applicable laws, and may, in accordance with applicable laws, disclose any Content, and any other information pertaining to you or to your use of the Software, to such governmental authority in connection with any such investigation. Notice of Fulcrum cooperation with any such investigation will be provided to you where reasonably possible.

12.7 Fulcrum's responsibilities contained in Article 12 shall survive the termination of this Agreement.

13. Collection and Use of Information

13.1 Fulcrum may, at its discretion, use information collected by Fulcrum, including Content, technical or diagnostic information, your suggestions or feedback, for the following purposes only:

a) monitor and manage usage by licensed Facilitators and other terms and conditions of this Agreement;
b) extract statistical summary data (numerical values summarizing usage and not including any textual information entered by your Facilitators and Participants), combine the data with data from other Fulcrum customers, and to share this data, from which all customer identifying information has been removed, publicly;
c) troubleshoot problems or assist your Facilitators and Participants with the Thoughtexchange Software; or
d) improve Fulcrum's products and services.

13.2 You agree that Fulcrum has the right to monitor your use of the Thoughtexchange Software in order to ensure your compliance with the Terms of Use, the Facilitator Agreement or this Agreement, or to comply with any law, order, or requirement of any court or government authority.

13.3 Fulcrum may have access to certain confidential information related to the provision of the Thoughtexchange Service and the Professional Services, including, but not limited to, the names and email addresses of your Facilitators and Participants, access to personal information or data contained in your Thoughtexchange and information about your organization not directly related to your Thoughtexchange Process ("Your Confidential Information"). Fulcrum agrees that, except

as required by law, it will not disclose Your Confidential Information to any third party without prior written approval, and will protect Your Confidential Information with at least the same degree of care that it uses to protect its own confidential and proprietary information.

13.4 Specifically with respect to email addresses that you provide to us, Fulcrum agrees that it will not use such email addresses for anything other than directly providing the Thoughtexchange Services, unless, and only to the extent, you ask us to or grant us permission to do so.

13.5 If you grant us permission to use information publicly, you agree this information may be used by us for all business purposes, without any accounting or any payment to you, unless otherwise arranged at the time permission was given.

13.6 You agree that Fulcrum may publish or disclose your name (or, if you are a company or agency, the name of your company or agency) as a client of Fulcrum on our website or in written or verbal communications to other existing or prospective clients. No other information will be disclosed. If you do not want your name published or disclosed, you may deliver such notice in writing to Fulcrum and Fulcrum will agree to keep this information confidential until or unless such request is revoked.

13.7 Fulcrum's rights and responsibilities contained in Article 13 shall survive the termination of this Agreement.

14. Fulcrum's Confidential Information

14.1 We may provide you with information, including software and information we give you about the Thoughtexchange Software, the Professional Services and our related business, that is marked confidential or is received under circumstances that would reasonably lead you to understand it to be our confidential information ("Our Confidential Information"). You agree that you will not disclose Our Confidential Information to any third party without our prior written approval. You will maintain the confidentiality of Our Confidential Information with at least the same degree of care that you use to protect your own confidential and proprietary information, but not less than a reasonable degree of care under the circumstances. If you are a company or a public agency, you agree to take all reasonable steps to see that your employees, consultants, officers, and agents guard against and prevent disclosure of Our Confidential Information and to act in accordance with the confidentiality provisions of this Agreement. You further agree that Our Confidential Information will be available to your employees and officers and agents strictly on a "need-to-know" basis.

14.2 You will not be liable for the disclosure of any of Our Confidential Information which is:

a) in the public domain other than by a breach of this Agreement on your part;
b) rightfully received from a third party without any obligation of confidentiality;
c) rightfully known to you without any limitation on use or disclosure prior to its receipt from us;
d) independently developed by your employees;
e) generally made available to third parties by us without restriction on disclosure; or
f) otherwise required by law to be disclosed.

14.3 All terms of this agreement are confidential between you and Fulcrum, and, with the exception of the parties' respective advisors and other agents, are not to be discussed with anyone outside of those organizations.

14.4 The provisions contained in Article 14 shall survive the termination of this Agreement.

15. Indemnification

15.1 You and Fulcrum each agree to defend, indemnify and hold the other harmless against and in respect of any loss, damages, obligation, penalty, deficiency or liability (including, without limitation, attorneys' fees) imposed upon, incurred by or asserted against one of us that are finally determined to result from the other's material breach of any provision of this Agreement or its failure to meet its obligations to or perform any acts required under this Agreement, except to the extent such loss is caused by the acts or omissions of, or misrepresentations by, the non-breaching party, its employees or agents or third parties.

15.2 If any demand, claim or suit is asserted or instituted with respect to which any party may be entitled to indemnification under either Article 16.1 or 16.2, then the party liable for indemnification shall notify the party entitled to indemnification of the full details to the extent then known. The party entitled to indemnification shall be entitled at its own expense to employ counsel to defend such demand, claim or suit or to participate in the defense of such asserted demand, claim or suit. Any proposed settlement of any such demand, claim or suit must be approved by both you and Fulcrum. The parties agree to cooperate in good faith in the defense or settlement of any such demand, claim or suit.

15.3 The provisions contained in Article 15 shall survive the termination of this Agreement.

16. Limitation of Liability

16.1 Because online services such as Thoughtexchange are inherently complex, Fulcrum cannot warrant that the Thoughtexchange Software will be entirely error-free or will operate without interruption. Fulcrum warrants that during the term of this Agreement the Thoughtexchange Software will be free from significant defects.

16.2 Fulcrum's sole responsibilities in the event of an error or defect in Thoughtexchange Software shall be:

a) to use reasonable efforts to correct significant defects without charge; or
b) to refund a portion of the license fee paid to Fulcrum for the Thoughtexchange Software, pro-rated from the time such defects are first brought to Fulcrum's attention, and terminate your subscription.

16.3 You are solely responsible for the consequences of use of the Thoughtexchange Software under your subscription. Fulcrum shall in no way be held responsible for the outcome of software usage nor anything resulting from Content provided by you or your Facilitators.

16.4 Fulcrum accepts no responsibility for the consequences of Thoughtexchange Software unavailability, software bugs or missing features.

16.5 You acknowledge that due to the complexity of software, it is possible that use of the Thoughtexchange Software could lead to the unintentional loss or corruption of data. You assume all risks of such data loss or corruption; the warranties provided in this Agreement do not cover any damages or losses resulting from data loss or corruption.

16.6 IT IS UNDERSTOOD AND AGREED THAT EITHER PARTY'S LIABILITY UNDER ANY PROVISION OF THIS AGREEMENT, WHETHER IN CONTRACT, IN TORT, UNDER ANY WARRANTY, IN NEGLIGENCE OR OTHERWISE SHALL NOT EXCEED THE RETURN OF THE AMOUNT OF THE FEES PAID BY YOU FOR SERVICES PROVIDED OVER THE PRIOR

TWELVE (12) MONTH PERIOD. UNDER NO CIRCUMSTANCES SHALL EITHER PARTY BE LIABLE FOR SPECIAL, INDIRECT OR CONSEQUENTIAL DAMAGES, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH POTENTIAL LOSSES OR DAMAGES. THE PRICE STATED FOR THE PRODUCTS IS A CONSIDERATION IN LIMITING FULCRUM'S LIABILITY.

16.7 The provisions contained in Article 16 shall survive the termination of this Agreement.

17. General

17.1 This Agreement constitutes the entire agreement between you and Fulcrum and there are no covenants, representations, warranties or agreements other than those contained or specifically preserved under the terms of this Agreement.

17.2 This Agreement shall be governed by, and construed in accordance with, the laws of the State of Washington, without reference to any conflict-of-laws principles. You irrevocably submit to the personal jurisdiction of the U.S. federal and state courts in King County, Washington for any action or proceeding arising out of, or based upon, this Agreement and/or the Facilitator Agreement, and waive any objection to the laying of venue in such courts or that any such court constitutes an inconvenient forum. EACH PARTY WAIVES, TO THE FULLEST EXTENT PERMITTED BY LAW, ANY AND ALL RIGHT TO TRIAL BY JURY IN ANY LEGAL PROCEEDING (WHETHER SOUNDING IN CONTRACT, TORT OR OTHERWISE) ARISING OUT OF, OR RELATING TO, THIS AGREEMENT AND/OR THE FACILITATOR AGREEMENT.

17.3 We are not a municipal advisor as that term is used in Section 15B of the Securities Exchange Act (the "Exchange Act") and Rules thereunder requiring registration of municipal advisors. Accordingly, you acknowledge and agree that, by undertaking and creating reports in connection with a Thoughtexchange process, and in any other communication we may provide to you: (a) we are not recommending an action to you; and (b) we are not acting as a municipal advisor toward you, and we do not owe a fiduciary duty to you pursuant to Section 15B of the Exchange Act with respect to the information and material contained in such communications. You should discuss any information and material contained in our communications with any and all internal or external advisors and experts that you deem appropriate before acting on this information or material.

17.4 In the event that any portion of this Agreement is held to be unenforceable, the unenforceable portion shall be construed in accordance with applicable law as nearly as possible to reflect the parties original intentions and the remainder of the provisions shall remain in full force and effect.

17.5 Either party's failure to insist upon or enforce strict performance of any provision of this Agreement does not mean that either party has waived any provision or right in this Agreement.

17.6 Neither the course of conduct between you and Fulcrum nor trade practice shall act to modify any provision of this Agreement. This Agreement may only be amended by written agreement between all parties. You may not assign or transfer this Agreement without our prior written consent.

17.7 This Agreement inures to the benefit of and is binding on our respective successors and assigns.

APPENDIX A
Thoughtexchange Professional Services

This appendix lists all of the Professional Services which Thoughtexchange currently provides. It is unlikely you have purchased all of the services listed here. The actual services you have purchased are listed on the cover page of your agreement.

A1 Facilitation

A1.1 Fulcrum shall perform all or some of the steps required to develop, execute and otherwise facilitate your Thoughtexchange Process ("Facilitation").

A1.2 A Thoughtexchange Process has a number of facilitator activities which you need to approve before we can move on in the process. You shall be responsible for approving the Content at all Checkpoints, and Fulcrum shall not be liable for the publication of any Content that you have approved.

A1.3 These checkpoints and the data to be approved include:

- Share step participant text in email and in the share application
- Results of moderation where inappropriate participant thoughts are removed
- Star step participant text in email and in the Star application
- Participant flagged thoughts during the Star step – whether these should be removed or added back into the conversation
- Thank you messaging to participants on completion of the Star step
- Theming of starred thoughts – we don't normally get customer approval or signoff on theming
- Email announcing the publication of the results website

A1.4 For all, some or one of these checkpoints you can tell us to proceed without you actually inspecting the information. You do so at your own risk and Fulcrum shall not be liable for the publication of this content.

A1.5 All discussions related to Facilitation will be provided in-person, or via telephone, live chat or email.

A2 Analysis

A2.1 Fulcrum shall perform one or more analytic processes on your data and create visualizations of these results.

A2.2 We will present these visualizations to you in draft form and we will require your approval before we will share these results with your participants. These results are shared via ebooks, websites, documents, etc.

A2.3 You can share the results with participants or the public as you think best. Once you have shared the results publicly they are deemed to be in the public domain and we may then share with others as we wish.

A2.4 You own the specific results and the specific visualizations of the results. Fulcrum retains ownership of the analytic processes and mechanisms of visualizations even if these were developed or improved in conjunction with you.

A3 Video

A3.1 Fulcrum shall film, edit and publish a video that demonstrates the purpose, process and results of your Thoughtexchange Process (the “Video”). You are responsible for reviewing and approving the content of the Video prior to its publication.

A3.2 You shall be responsible for recruiting and making available persons to appear in the Video. Fulcrum shall be responsible for obtaining releases and permissions from all persons filmed in the Video.

A3.3 Once the Video has been completed, the Video is your property and you can publish it as you wish. If you give us permission, we may also publish the Video on our website, YouTube, other media sites or in any other marketing materials without further notice to you.

A4 Website

A4.1 Fulcrum shall design, build and publish a website that makes available your Thoughtexchange Process results and associated analysis and conclusions (the “Website”). The website content is generally provided by us but you may, at your discretion, provide all or some of the content or corrections to the content. You are responsible for reviewing and approving the content before it is published.

A4.2 During the design phase of the Website the web address (URL) will be active but protected from public viewing. Fulcrum may provide this protection using a login which we will provide to you. Fulcrum assumes no responsibility for the condition or content of the Website if you choose to disclose this login information to others.

A4.3 Once the Website is published it will be available generally to the public and Fulcrum may direct others to the Website.

A4.4 After the Website is published, no changes may be made other than minor revisions to the content except as agreed by you and Fulcrum. You are responsible for reviewing and approving the content of any revisions.

A4.5 Fulcrum shall host the Website on its server, or on a third party server at our discretion. While the parties agree that internet servers are susceptible to occasional outages and down time, Fulcrum shall use its best efforts to ensure that such interruptions are minimal.

A4.6 If your Agreement is terminated for any reason Fulcrum shall, if requested within 30 days of the termination, provide you with a backup image of the website which you may then host. Fulcrum accepts no responsibility for the hosting of this backup nor any content.

A4.7 You own the website contents. Fulcrum retains ownership of the analytic processes, visualizations, website layout and design and implementation mechanisms even if these were developed or improved in conjunction with you.

A5 EBook

A5.1 Fulcrum shall design and build an electronic document that describes the results of one or more of your Thoughtexchange Processes (the “EBook”). The content is generally provided by us but you may, at your discretion, provide all or some of the content or corrections to the content. You are responsible for reviewing and approving the content before it is published.

A5.2 Once the EBook is completed it is your property and you may make use of it as you wish. If you give us permission, we may then publish it for our own marketing purposes without further notice to you. Fulcrum retains ownership of the design of the EBook to use as a template for other EBooks with other customers, even if the design was developed or improved in conjunction with you.

A6 Customized Reports

A6.1 Fulcrum shall construct customized reports, based on your specific request or input, that show the data from one or more of your Thoughtexchange Processes in ways different from the standard reporting built into the software (the “Customized Reports”). You are responsible for reviewing and approving the content before it is published.

A6.2 Once the Customized Report is completed, it is your property and you may make use of it as you wish. If you give us permission we may then publish it for our own marketing purposes without further notice to you. Fulcrum retains ownership of the design of the report to use as a template for other reports with other customers, even if the design was developed or improved in conjunction with you.

A7 Consulting

A7.1 Fulcrum shall provide consulting advice related to stakeholder engagement processes.

A7.2 The cover page states the maximum number of hours that Fulcrum is required to provide.

A7.3 All advice provided by Fulcrum is “as-is” and is our best judgment based on the information available to us at the time and you remain responsible for all results of that advice.

A8 Events

A8.1 Fulcrum shall provide for facilitation services at the event(s) as given on the cover page.

A8.2 Fulcrum shall make a commercially reasonable best effort to provide high quality services at your event.

A8.3 Fulcrum is not responsible for consequential damages as a result of the quality of the services we provide at your event.

Exhibit 902.1

Memorandum

To: Linn-Mar Board of Education, Dr. Quintin Shepherd, Superintendent

From: Jeff Gustason, Principal

Date: 12/15/2015

Re: Early Graduation

The following students have applied for early graduation at the end of 1st Semester in January, 2016:

Alexy Boehm
Kersten Buck
Gage Clark
Olivia Davis (COMPASS)
Paige Greene
Matthew Hodgman
Emily Kraemer
Kay Ritchie
Shania Sersig (COMPASS)

These students have a post-secondary education plan in place that has been developed with the Linn-Mar High School counseling staff. These students are on track to meet or exceed Linn-Mar's requirements for graduation by the end of this 2nd Quarter/1st Semester.

I recommend the approval of these requests pending the successful completion of current course work.

Inspire Learning. Unlock Potential. Empower Achievement.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: *All action on teaching and learning will focus on empowering achievement at the highest level for each student.*	Learning Environments: *All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.*	Staff Development: *All staff will learn, perform and lead in such a manner as to inspire learning for students.*	Community Engagement: *The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.*	Resources: *All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.*

Linn-Mar Board of Education
Regular Session Minutes
December 14, 2015

100: CALL TO ORDER AND DETERMINATION OF A QUORUM

The Linn-Mar Community School District Board of Education regular session was called to order at 5:00 PM in the boardroom of the Learning Resource Center by Vice President Tina Patterson. Roll was taken and it was determined a quorum was present. Board members present: Patterson, AbouAssaly, Gadelha, Hutcheson, Nelson, and Weaver. Absent: Isenberg. Administration present: Shepherd, Bisgard, Breitfelder, Anderson, K. Christian, Ramos, Ironside, Schumacher, and Morrison

200: REVISION AND/OR ADOPTION OF THE AGENDA

Motion 91-12-14

Motion by AbouAssaly to adopt the agenda with an amended motion to approve Amanda Bradley's request to open enrollment out to the Marion Independent School District. Second by Gadelha. Voice vote. Motion unanimously approved.

Motion 92-12-14

Motion by Hutcheson for the Board to adopt the agenda as amended. Second by AbouAssaly. Voice vote. Motion unanimously approved.

300: AUDIENCE COMMUNICATIONS

David Bradley, Linn-Mar Parent, thanked the Board for amending the motion to approve his request to open enroll his daughter into the Marion Independent School District.

400: RESOLUTIONS/OPENING OF BIDS/PUBLIC HEARINGS

500: RECOGNITIONS/PROCLAMATIONS

600: BOARD ANNOUNCEMENTS AND REPORTS

601: Marion City Council

Gadelha reported that at the December 3rd meeting of the Marion City Council appointments for the 2016 committees were postponed and that Clark Weaver is a candidate for the Parks & Recreation Committee. Gadelha also reported that the City Council has received requests to install stop signs at the intersection of Alburnett and

East Robins Roads. Council members stated that *if* stop signs are installed they would be temporary until Tower Terrace is completed; which will change traffic patterns.

602: School Board Visit
The Board reported that they enjoyed the December 4th visit to Bowman Woods Elementary and enjoyed having the opportunity to work with students using technology for classroom learning.

603: Finance/Audit Committee
AbouAssaly and Weaver reported that during the December 8th Finance/Audit Committee meeting highlights were shared on the recently purchased Forecast5 analytics software program and the benefits it will have for the District, possible opportunities available to raise District funds by selling advertising space at the athletic venues, and that only 45% of community taxes go towards education funding.

604: Technology Committee
Ramos reported that during the December 8th Technology Committee meeting the discussion included the website design and development project, social media policy/procedures, and the BrightBytes survey administered to students, staff, and parents to assess training/learning opportunities. Nelson reminded those present that the results from the communications survey, administered to the staff and community earlier this year, will be considered in the website design and development project.

605: CTE Committee
Nelson reported that the December 9th Career & Technical Education (CTE) meeting focused on the potential addition of business classes and an aerospace class to the High School curriculum, Store success and operation highlights, and the Career Academy. The committee also discussed the need to begin the introduction of career paths at the junior high level.

606: ERMA Advisory
Hutcheson reported that the December 10th Energy Resource Management and Acquisition (ERMA) Advisory meeting was a virtual meeting. Ironside shared the committee reviewed the District's interruptible energy contract with Alliant Energy which requires the District to a minimum of one shutdown per year. The agreement saves the District thousands of dollars in energy costs.

700: INFORMATIONAL REPORTS

701: 2014-15 Comprehensive Annual Financial Report *Exhibit 701.1*
Nancy Janssen, CPA with Nolte, Cornman & Johnson, PC, reviewed the Comprehensive Annual Financial Report (CAFR) for the 2014-15 fiscal year as of June 30, 2015. Highlights included the addition of 26 million dollars in pension liability, the large impact IPERS has on funding, and that the District has a 12% solvency rating; which is very good. Janssen praised the Nutrition Services department because they have a positive fund balance which is very rare in the state of Iowa. The Board thanked Susan Knight, Nutrition Services Manager, for her hard work in qualifying the District for various grants and accessing other funding resources.

Hutcheson thanked Janssen and Nolte, Cornman & Johnson for their continued services and for the positive, actionable suggestions they provide the District. It was also clarified that this is the first year the District has had to take full accrual for the entire pension plan because not every staff member is accrued in IPERS. Anderson stated the next step is for the Board to approve the CAFR and then it will be presented to the Associate of School Business Officials International (ASBO) for an Award of Excellence; which is an award the District has received for the last 11 years.

702: Technology Report *Exhibit 702.1*

Jeri Ramos, Executive Director of Technology Services, shared that the software used for the current Linn-Mar website is 16 years old and has supported the District well, but it is time for an overhaul of the website. A new website is needed for better communication and easier user access so bids were requested. Ramos shared that seven website design teams submitted proposals, three were interviewed by a District committee, and the top design team was selected by a wide margin. It is the committee's recommendation to hire Juicebox Interactive to spearhead the website design and development project.

703: Administration Report *Exhibit 703.1*

Superintendent Quintin Shepherd shared he was very impressed with the Cabinet's efforts in putting together the newly created Administration Report. The Administration Report will be used as an internal and external communication tool and as guidance in meeting and determining the District's strategic goals. Highlights of the report included an update on the State's Iowa School Report Card, student recognitions and honors, and a reminder of the Superintendent's State of the District Address to be held in the High School Little Theater on January 25th at 5:00 PM.

800: UNFINISHED BUSINESS

900: NEW BUSINESS

Motion 93-12-14

901: 2014-15 Comprehensive Annual Financial Report *Refer to Exhibit 701.1*

Motion by Hutcheson for the Board to approve the Comprehensive Annual Financial Report (CAFR) for the 2014-15 fiscal year as of June 30, 2015, for submission to the Associate of School Business Officials International (ASBO). Second by Weaver. Voice vote. Motion unanimously approved.

Motion 94-12-14

902: Resolution Directing Sale of GOSC Loan Notes ***(Roll Call Vote)*** *Exhibit 902.1-2*

Motion by Hutcheson for the Board to approve and adopt the resolution directing the sale of $10,000,000 General Obligation School Capital Loan Notes, Series 2016, as presented in Exhibit 902.2, pages 4-5. Second by Gadelha. Anderson reported that three bids were received with Farmers State Bank (FSB) being the lowest bidder at an interest rate of 1.95%. Anderson also stated that the sale is a private placement which will save the District approximately $325,000.00. Roll call vote. All ayes. Motion unanimously approved.

Motion 95-12-14

903: Tax Exemption Certificate for Sale of GOSC Loan Notes ***(Roll Call Vote)*** *Exhibit 903.1*
Motion by Gadelha for the Board to approve and place on file the Tax Exemption Certificate for the $10,000,000 General Obligation School Capital Loan Notes, Series 2016, as presented in Exhibit 903.1. Second by Nelson. Anderson clarified the document certifies the District is tax exempt. Roll call vote. All ayes. Motion unanimously approved.

Motion 96-12-14

904: Resolution for Issuance/Levy Tax for Payment/Execution of GOSC Loan Notes
(Roll Call Vote) *Refer to Exhibit 902.2*
Motion by Hutcheson for the Board to approve and adopt the resolution authorizing the issuance of $10,000,000 General Obligation School Capital Loan Notes, Series 2016, levying for a tax for the payment thereof, and authorizing the execution of a loan agreement, and to authorize reimbursement of expenditures as presented in Exhibit 902.2, pages 6-19. Second by AbouAssaly. Anderson clarified the document states the District will pay for this action through a PPEL levy. Roll call vote. All ayes. Motion unanimously approved.

Motion 97-12-14

905: Website Design & Development Project *Refer to Exhibit 702.1*
Motion by Gadelha for the Board to approve Juicebox Interactive for the website design and development project in the amount of $92,250.00. Second by Nelson. Voice vote. Motion unanimously approved.

Motion 98-12-14

906: 2016-17 School Calendar *Exhibit 906.1*
Motion by Hutcheson for the Board to approve the 2016-17 school calendar as presented. Second by Gadelha. Concerns were shared regarding where winter and spring breaks align with student learning/assessments and that data be reviewed to see if there is a trend in the timing of the breaks with student grades. The proposed calendar aligns with the breaks of local universities, including Kirkwood, where many of our High School students take courses. Voice vote. Motion unanimously approved.

Motion 99-12-14

907: 2016-17 High School Course of Studies *Exhibit 907.1-2*
Motion by AbouAssaly for the Board to approve the 2016-17 High School Course of Studies as presented. Second by Gadelha. Thanks were shared with Jeff Frost and all those involved in developing the High School Course of Studies. The Board is looking forward to hearing how the new procedures for determining the 2017-18 Course of Studies will impact on the vertical alignment from 8th to 9th grades. Voice vote. Motion unanimously approved.

Motion 100-12-14

908: Westfield Parking Lot Reconstruction *Exhibit 908.1*
Motion by Hutcheson for the Board to approve the professional services agreement with Shive-Hattery Architecture & Engineering for land surveying, civil engineering, electrical engineering, landscape architecture, construction administration, and construction

observation services for the Westfield parking lot reconstruction. Second by AbouAssaly. Voice vote. Motion unanimously approved.

Motion 101-12-14

909: Quote for Furniture for High School Renovation Project *Exhibit 909.1*

Motion by Hutcheson for the Board to approve the quote from Storey Kenworthy for a grand total of $75,870.10, which includes freight and installation, for furniture items required as part of the High School renovation project. Second by Nelson. Anderson clarified the money required is part of the original project budget and does not come out of the construction budget. It was also clarified the Weight Room/equipment is part of the High School Renovation project; but is not included in this action item. This action item will cover furniture for the completed classrooms/areas; including some additional furniture for the four Science labs completed in Phase I. Anderson clarified that the original budgeted line item for furniture for these areas was $120,000; so this quote comes in well below that figure. Voice vote. Motion unanimously approved.

Motion 102-12-14

910: Gift to District

Motion by Hutcheson for the Board to approve to accept the gift of a raku kiln and supplies for the High School from Elizabeth Wilson and Steve Maher for an estimated value of $1,500.00 per Policy 802.7 *Gifts, Grants, and Bequests*. Second by Gadelha. The Board expressed their thanks to Wilson and Maher for this generous gift. Voice vote. Motion unanimously approved.

Motion 103-12-14

911: Authorization of Bus Bids

Motion by AbouAssaly for the Board to authorize the letting of bus bids for a total cost not to exceed $450,000.00. Second by Hutcheson. Anderson clarified that this action item allows Brian Cruise, Transportation Director, to gather bids for new buses that will be approved by the Board at a later date. Voice vote. Motion unanimously approved.

Motion 104-12-14

912: Open Enrollment Requests

Motion by Hutcheson for the Board to approve the open enrollment requests with the amended motion to approve Amanda Bradley's request to open enroll out to the Marion Independent School District. Second by AbouAssaly. Voice vote. Motion unanimously approved.

Denied In

Name	Grade	Resident District	Reason
Robertson, Star	2nd	Cedar Rapids CSD	Lack of space in program

~~Denied Out~~ Amended to Approved Out

Name	Grade	Receiving District	Reason
Bradley, Amanda	10th	Marion Independent	Late Submission/No Good Cause

Approved Out

Name	Grade	Receiving District	Reason
Jacques, Lexy	10th	Marion Independent	Good Cause

1000: CONSENT AGENDA

1001: Personnel

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Barron, Amanda	HS: Student Support Associate	11/23/15	LMSEAA, II, Step 10
Burkle, Colette	WE: Student Support Associate	12/2/15	LMSEAA, II, Step 10
Cain, Marcus	HS: Student Support Associate	11/23/15	LMESAA, II, Step 8
Fasselius, Casey	LRC: Receptionist/Office Assistant	1/4/16	$14.50/hr
Foley, Tami	NE: Part-time Student Support Associate	12/7/15	LMSEAA, II, Step 10
Fluckes-Johnson, Tierra	HS: Student Support Associate	11/30/15	LMSEAA, II, Step 7
Gardner, Hannah	AC: Lifeguard	12/2/15	$8.00/hr
Mai, Nicole	NE: Student Support Associate	12/14/15	LMSEAA, II, Step 6
March, Tammy	WE: Student Support Associate	12/1/15	LMSEAA, II, Step 6
Pillard, Kyle	O&M: HVAC Technician	11/20/15	Increase to SEIU F+2
Rundle, Emily	AC: Lifeguard	12/31/15	$7.50/hr
Schmitt, Julie	EX: Student Support Associate	12/10/15	LMSEAA, II, Step 6
Spencer, Catherine	WE: From .5 SSA to Media Assistant	11/30/15	LMSEAA, I, Step 12
Williams, Doug	O&M: HVAC Technician	11/23/15	Increase to SEIU F+2

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Moeller, Marilyn	TR: Bus Rider Special Needs	12/8/15	Retirement
Winkie, Lisa	LG: SAM	12/22/15	Personal
Wolfe, Jason	IC: Student Support Associate	12/22/15	Other Employment

1002: Approval of Minutes from November 23, 2015 *Exhibit 1002.1*

1003: Approval of Bills *Exhibit 1003.1*

1004: Approval of Contracts *Exhibit 1004.1-3*

1. Interagency Agreements for Special Education Services with Des Moines Independent CSD (1), Dubuque CSD (1) Springville CSD (3), and West Dubuque CSD (1). *(For student confidentiality, no exhibits provided.)*
2. Weather insurance application with HCC Specialty for the High School Show Choir competition on January 16, 2016.
3. Change order with Larson Construction Co., for various items associated with the High School additions and renovations, Phase 2, for a total of $36,269.86.

1005: Fieldtrip Request *Exhibit 1005.1*

Request from Ginger Halverson, Adaptive PE Teacher, to take student athletes to the Special Olympics Winter Sports Competition in Dubuque from January 11-13, 2016.

1006: Board Information *Exhibits 1006.1-2*

1. Cash Balance and Financial Reports as of 11/30/14
2. Cash Balance and Financial Reports as of 11/30/15

1007: Items Removed from the Consent Agenda for Separate Action

Motion 105-12-14

1008: Approval of the Consent Agenda

Motion by Hutcheson for the Board to approve the Consent Agenda as presented. Second by Nelson. Voice vote. Motion unanimously approved.

1100: COMMUNICATIONS, ANNOUNCEMENTS, AND TRANSMITTALS

1101: Communications

- AbouAssaly shared his excitement for being allowed to participate in the Educator for a Day Program via his contact with Erin Watts, LMEA President. He enjoyed the opportunity to work with Novak students and recommends all Board members take advantage of this great opportunity.
- Weaver shared that he has been made aware that Isaac Newton Academy is discussing the possibility of opening a High School program and that the Board consider the impact this may have on the District as they consider future building and planning projects. Weaver also requested a District organizational chart specifying the names of the individuals that hold each position.
- Nelson wished everyone a good holiday season.
- Gadelha requested the Board consider opening every meeting with the *Pledge of Allegiance*. Gadelha also raised the question of waiving entrance fees for school-aged youth for athletic events and asked for clarification on how the pricing is set and what the funds are used for. Shepherd stated this information can be built into a future Administration Report along with where the District stands in relation to other metro districts to help decide if further discussion is needed.

1102: Calendar

Date	**Time**	**Event**	**Location**
December 16th	7:30 AM	Board Visit: Oak Ridge	Oak Ridge Middle School
December 17th	5:30 PM	Marion City Council (Weaver)	City Hall
December 23-Jan 1		Winter Break (LRC Closed)	District
Date	**Time**	**Event**	**Location**
January 6th	4:00 PM	Equity Advisory	Boardroom
January 7th	5:30 PM	Marion City Council (AbouAssaly)	City Hall
January 8th	7:30 AM	Board Visit: Westfield	Westfield Elementary
January 11th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	Boardroom
January 13th	7:00 AM	Executive Committee	Superintendent's Office
January 13th	4:30 PM	Special Education Advisory	Boardroom
January 14th	9:00 AM	ERMA Advisory	LRC Room 203
January 19th	7:30 AM	Finance/Audit Committee	Superintendent's Conference Room
January 20th	4:00 PM	Health & Human Development	Boardroom
January 23rd	8:30 AM	Coffee Conversation	Echo Hill Elementary
January 25th	5:00 PM 7:00 PM	Board Work Session (Sup's Address) Board Regular Session	High School Little Theater High School Upper Commons
January 27th	7:00 AM	Executive Committee	Superintendent's Office
January 27th	7:30 AM	Board Visit: Excelsior	Excelsior Middle School

1103: Committees

Board Committees	Participants
Executive Committee	Isenberg, Patterson, Shepherd
Finance/Audit Committee	Abouassaly, Anderson, Hutcheson, Morrison, Shepherd, Weaver
Legislative/Policy Committee	Gadelha, Nelson, Patterson, Shepherd
District Committees	**Participants**
Career & Technical Education	Bisgard, Nelson
Construction Advisory	Ironside, Shepherd, Weaver
ERMA Advisory	Hutcheson, Ironside
Equity Advisory	Bisgard, Christian, Patterson, Ramos
Health & Human Development	Abouassaly, Breitfelder
School Improvement Advisory	Bisgard, Gadelha
Special Education Committee	Breitfelder, Nelson
Technology Committee	Isenberg, Ramos

Motion 106-12-14

1200: ADJOURNMENT

Motion by Hutcheson for the Board to adjourn the regular session at 6:23 PM. Second by Gadelha. Voice vote. Motion unanimously approved.

_____

Tina Patterson, Board Vice President

_____

Angie Morrison, Board Secretary

Minutes respectfully submitted by,
Gayla Burgess, Admin Asst to the Superintendent
12-14-15

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 12/11/2015 - 01/07/2016

Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
Fund: Aquatic Center		
BMO MASTERCARD	GENERAL SUPPLIES	$1,491.27
CEDAR RAPIDS AQUATICS ASSOCIATION	GENERAL SUPPLIES	$1,110.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$5,138.89
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	$1,205.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$95.29
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$407.49
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$95.29
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$407.49
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$456.41
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$283.79
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$425.92
ISI SWIMMING INC	GENERAL SUPPLIES	$132.00
LASER RESOURCES, LLC	GENERAL SUPPLIES	$1,495.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$5.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$9.71
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$956.00
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	$74.20
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	$3.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$157.81
	Fund Total:	**$13,949.56**
Fund: DEBT SERVICE		
BANKERS TRUST COMPANY	INTEREST	$731,116.25
BANKERS TRUST COMPANY	OTHER PROFESSIONAL	$1,500.00
BB & T GOVERNMENTAL FINANCE	INTEREST	$130,500.00
	Fund Total:	**$863,116.25**
Fund: GENERAL		
ACP, LLC	INSTRUCTIONAL SUPPLIES	$252.50
ADVANCE AUTO PARTS	MAINTENANCE SUPPLIES	$52.90
ADVANCE AUTO PARTS	TRANSP. PARTS	$462.81
ADVANTAGE	GENERAL SUPPLIES	$118.34
AFRICAN AMERICAN MUSEUM OF IOWA	INSTRUCTIONAL SUPPLIES	$334.00
AGVANTAGE FS	GASOLINE	$814.65
AHLERS AND COONEY, P.C.	LEGAL SERVICES	$195.30
AHLERS AND COONEY, P.C.	PROF SERV: EDUCATION	$108.00
AIMEE'S JUST DESSERTS	INSTRUCTIONAL SUPPLIES	$148.00
AIRGAS NORTH CENTRAL	GENERAL SUPPLIES	$243.19
AIRGAS NORTH CENTRAL	INSTRUCTIONAL SUPPLIES	$332.60
ALBURNETT COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$111.28
ALL INTEGRATED SOLUTIONS	GENERAL SUPPLIES	$365.25
ALL INTEGRATED SOLUTIONS	MAINTENANCE SUPPLIES	$47.07
ALLIANT ENERGY	ELECTRICITY	$60,889.50
ALTORFER	VEHICLE REPAIR	$467.42
AMERICAN ACRYLICS USA LLC	INSTRUCTIONAL SUPPLIES	$371.20
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	$5.15

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
APEX LEARNING	INSTRUCTIONAL SUPPLIES	$1,850.00
APPLEBY & HORN	MAINTENANCE SUPPLIES	$118.50
APPLEBY & HORN	OTHER PROFESSIONAL	$30.00
ARNOLD MOTOR SUPPLY	MAINTENANCE SUPPLIES	$159.28
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	$490.75
ASCD	GENERAL SUPPLIES	$89.00
ASCD	PROF SERV: EDUCATION	$5,500.00
ASCD	STAFF WORKSHP/CONF	$2,013.00
AUS WATERLOO MC LOCKBOX	GENERAL SUPPLIES	$953.36
BAGSBY TAMMY	TRAVEL	$22.82
BAKER & TAYLOR, INC	LIBRARY BOOKS	$492.03
BARK'S PIZZA INC	INSTRUCTIONAL SUPPLIES	$279.79
BARNES & NOBLE	INSTRUCTIONAL SUPPLIES	$2,948.30
BARNES & NOBLE	LIBRARY BOOKS	$443.99
BARNES & NOBLE-NOOK MEDIA	LIBRARY BOOKS	$174.59
BARRY DEBRA	TRAVEL	$220.27
BAUDVILLE INC	MAINTENANCE SUPPLIES	$109.46
BAUER BUILT	TIRES AND TUBES	$2,914.00
BISGARD SHANNON	TRAVEL	$109.20
BMO MASTERCARD	COMP/TECH HARDWARE	$870.55
BMO MASTERCARD	COMPUTER SOFTWARE	$178.99
BMO MASTERCARD	DUES AND FEES	$470.00
BMO MASTERCARD	EQUIPMENT >$1999	$2,440.00
BMO MASTERCARD	GENERAL SUPPLIES	$5,193.93
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	$11,710.59
BMO MASTERCARD	LIBRARY BOOKS	$2,248.88
BMO MASTERCARD	MAINTENANCE SUPPLIES	$1,810.50
BMO MASTERCARD	OTHER TECH SER	$352.48
BMO MASTERCARD	PROF SERV: EDUCATION	$1,364.76
BMO MASTERCARD	REF & RSRCH MATERIAL	$1,195.36
BMO MASTERCARD	STAFF WORKSHP/CONF	$3,687.33
BMO MASTERCARD	TRAVEL	$8,832.63
BOCHE CRAIG	Professional Educational Services	$150.00
BOOKHOUSE	LIBRARY BOOKS	$566.76
BP	GASOLINE	$69.45
BRAINPOP LLC	GENERAL SUPPLIES	$4,860.00
BROWN PHILIP	TRAVEL	$6.24
BRUMWELL, GRETCHEN	Professional Educational Services	$175.00
C.J. COOPER & ASSOCIATES	DRUG TESTING	$115.00
C.J. COOPER & ASSOCIATES	PHYSICALS	$450.00
CALCARA MARILYN	TRAVEL	$29.80
CAMPBELL SUPPLY	MAINTENANCE SUPPLIES	$380.36
CAPITAL SANITARY	MAINTENANCE SUPPLIES	$11,277.99
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	$68.91
CARROLL DISTRIBUTING	REPAIR PARTS	$211.71

IA - Warrants Paid Listing

Criteria

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Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
CEDAR RAPIDS COMM SCH DIST	PROF SERV: EDUCATION	$707.40
CEDAR RAPIDS COMM SCH DIST	TUITION IN STATE	$356.14
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	$5,700.14
CENTURYLINK	TELEPHONE	$3,159.78
CHRISTIAN KARLA	TRAVEL	$121.68
COLLECTION	EE LIAB-GARNISHMENTS	$567.79
COLTON KRISTI	TRAVEL	$64.74
COMMUNICATIONS ENGINEERING CO	RADIOS	$240.00
COMMUNITY HEALTH CHARITIES	EE LIAB-CHARITY	$25.00
COOKSLEY DAWN	TRAVEL	$39.62
CRANDALL SHERI	TRAVEL	$49.14
CRESCENT ELECTRIC	MAINTENANCE SUPPLIES	$1,233.37
CULLIGAN	INSTRUCTIONAL SUPPLIES	$42.50
CUMMINS CENTRAL POWER LLC	TRANSP. PARTS	$532.16
CUMMINS CENTRAL POWER LLC	VEHICLE REPAIR	$1,948.95
DAUTREMONT STACIA	TRAVEL	$6.55
DEMCO	GENERAL SUPPLIES	$201.92
DRAIN WIZARD	OTHER PROFESSIONAL	$189.95
EDDIE MOORE	DUES AND FEES	$2,500.00
EDDIE MOORE	INSTRUCTIONAL SUPPLIES	$2,500.00
ELECTRONIX	INSTRUCTIONAL SUPPLIES	$70.41
ENTERPRISE	RENTALS EQUIPMENT	$3,621.94
FAMILY VIDEO	FACILITY RENTAL	$3,466.13
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	$21.53
FAREWAY STORES	MAINTENANCE SUPPLIES	$124.26
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$2,906,242.77
FEDEX OFFICE	INSTRUCTIONAL SUPPLIES	$41.81
FEINER SUPPLY	INSTRUCTIONAL SUPPLIES	$76.90
FOLLETT SCHOOL SOLUTIONS, INC	SERVICE AGREEMENTS	$8,918.66
FREIBURGER VICKI	TRAVEL	$19.23
FRY KEVIN	TRAVEL	$6.40
GASWAY CO, J P	GENERAL SUPPLIES	$1,872.66
GEHRLS, HAILEE	TRAVEL	$95.94
GILCREST/JEWETT	INSTRUCTIONAL SUPPLIES	$232.84
GRANT WOOD AEA	GENERAL SUPPLIES	$58.75
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	$1,661.41
GRANT WOOD AEA	OTHER PROFESSIONAL	$20.00
HAAN CRAFT	GENERAL SUPPLIES	$514.19
HAND-IN-HAND PRESCHOOL	PROF SERV: EDUCATION	$27,169.60
HAYES ELIZABETH	TRAVEL	$36.70
HEARTLAND AEA 11	STAFF WORKSHP/CONF	$200.00
HEARTLAND HOME CARE, INC	PROF SERV: EDUCATION	$2,200.00
HEIDELBAUER CHRISTOPHER	OFFICIAL/JUDGE	$60.00
HEWLETT-PACKARD COMPANY	EQUIPMENT >$1999	$140.00
HEYING KENNETH	OFFICIAL/JUDGE	$55.00

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
HICKS KRISTI	TRAVEL	$350.30
HOUGHTON MIFFLIN HARCOURT	INSTRUCTIONAL SUPPLIES	$1,161.81
HY-VEE FOOD STORE-8555	INSTRUCTIONAL SUPPLIES	$22.00
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	$225.59
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	$1,479.78
IMON COMMUNICATIONS LLC	TELEPHONE	$4,230.00
INTEGRITY HARDWOOD FLOORS INC	REPAIR/MAINT SERVICE	$150.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$60,689.68
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$258,532.84
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$60,689.68
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$258,532.84
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$430,702.00
INTERSTATE ALL BATTERY CENTER	MAINTENANCE SUPPLIES	$225.60
INTERSTATE BATTERIES OF UPPER IA	TRANSP. PARTS	$606.10
INVOLTA	OTHER TECH SER	$345.00
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	$89,492.03
IOWA DEPT OF NATURAL RESOURCES	DUES AND FEES	$130.00
IOWA DEPT OF REVENUE - ADMIN WAGE LEVY	EE LIAB-GARNISHMENTS	$556.09
IOWA DIRECT EQUIP & APPRAISAL	MAINTENANCE SUPPLIES	$300.00
IOWA PRISON INDUSTRIES	MAINTENANCE SUPPLIES	$39.64
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$258,507.86
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$387,979.36
IOWA SHARES	EE LIAB-CHARITY	$28.00
IOWA STATE UNIVERSITY	INSTRUCTIONAL SUPPLIES	$50.00
ISU BANDS	INSTRUCTIONAL SUPPLIES	$216.00
JESSEN ALICIA	TRAVEL	$44.62
JOHN DEERE FINANCIAL	MAINTENANCE SUPPLIES	$71.96
JOHNSTONE SUPPLY	REPAIR PARTS	$166.85
JUNIOR ACHIEVEMENT	GENERAL SUPPLIES	$9,327.77
KELLEY, SARAH	TRAVEL	$53.82
KESL CAROL	TRAVEL	$58.50
KLOSTERMANN KEVIN	OFFICIAL/JUDGE	$55.00
KNABE, JAMES	PROF SERV: EDUCATION	$150.00
KOENEN KARLA	TRAVEL	$32.72
L.L. PELLING CO	GROUNDS UPKEEP	$83.30
LAKESHORE	INSTRUCTIONAL SUPPLIES	$160.95
LANHAM, JESSICA	TRAVEL	$70.47
LARSON KATHY	TRAVEL	$109.20
LARUE	INSTRUCTIONAL SUPPLIES	$90.27
LASER RESOURCES, LLC	Copies	$10,884.51
LASER RESOURCES, LLC	GENERAL SUPPLIES	$439.23
LASER RESOURCES, LLC	INSTRUCTIONAL SUPPLIES	$89.23
LINN CO-OP OIL	GASOLINE	$23,569.13
LINN CO-OP OIL	GREASE,OIL,LUBE,COOL	$663.24
LINN CO-OP OIL	MAINTENANCE SUPPLIES	$383.60

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
LINN COUNTY SHERIFF	EE LIAB-GARNISHMENTS	$658.74
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	$144.52
LITTLE CAESARS	INSTRUCTIONAL SUPPLIES	$329.45
LMEA	EE LIAB-UNION DUES	$10,095.49
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	$616.51
LYNCH FORD	TRANSP. PARTS	$20.67
LYNCH FORD	VEHICLE REPAIR	$319.23
M.W. SALES & SERVICE INC	INSTRUCTIONAL SUPPLIES	$106.60
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$4,497.18
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$11,828.31
MAKE MUSIC INC	INSTRUCTIONAL SUPPLIES	$140.00
MARILYN LODGE	RETIREE INSURANCE	$866.00
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	$281.15
MARION IRON CO.	MAINTENANCE SUPPLIES	$122.82
MARION JANITORIAL SUPPLY CO	GENERAL SUPPLIES	$87.38
MARION JANITORIAL SUPPLY CO	MAINTENANCE SUPPLIES	$538.35
MARION TIMES	ADVERTISING	$611.53
MARION WATER DEPT	WATER/SEWER	$5,303.40
MARTIN, PETE	TRAVEL	$79.56
McSWEENEY, CHRISTINE	TRAVEL	$19.46
MENARDS -13127	EQUIPMENT >$1999	$283.17
MENARDS -13127	GENERAL SUPPLIES	$48.97
MENARDS -13127	INSTRUCTIONAL SUPPLIES	$318.98
MENARDS -13127	MAINTENANCE SUPPLIES	$100.23
MERCYCARE COMMUNITY PHYSICIANS	PHYSICALS	$300.00
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	$31,119.22
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$711,277.55
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	$36,905.30
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	$38,700.00
MID AMERICAN ENERGY	NATURAL GAS	$18,459.11
MIDWAY OUTDOOR EQUIPMENT INC	REPAIR/MAINT SERVICE	$802.12
MIDWEST ALARM SERVICES	OTHER PROFESSIONAL	$318.24
MIDWEST WHEEL	TRANSP. PARTS	$208.60
MONROE TINA	INSTRUCTIONAL SUPPLIES	$27.29
MORAN, SHIRLEY	INSTRUCTIONAL SUPPLIES	$214.71
MORRISON ANGIE	TRAVEL	$154.05
MT.VERNON COMM.SCHOOL DIST	TUITION OPEN ENROLL	$9,549.00
MTI DISTRIBUTING INC	MAINTENANCE SUPPLIES	$257.06
MUTUAL WHEEL CO	TRANSP. PARTS	$147.10
NAEYC	DUES AND FEES	$115.00
NASCO	INSTRUCTIONAL SUPPLIES	$54.77
NORTHERN FESTIVAL OF BANDS	INSTRUCTIONAL SUPPLIES	$275.00
ORIENTAL TRADING CO	INSTRUCTIONAL SUPPLIES	$94.08
ORKIN PEST CONTROL	SERVICE AGREEMENTS	$470.00
P & K MIDWEST	MAINTENANCE SUPPLIES	$180.70

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
PAETEC	TELEPHONE	$865.96
PAPA JOHNS PIZZA	INSTRUCTIONAL SUPPLIES	$275.60
PAUL REVERE LIFE INS. CO.	DISTRICT LIFE INSURANCE	$211.74
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	$794.57
PESI, INC	INSTRUCTIONAL SUPPLIES	$799.96
PHONAK	EQUIPMENT >$1999	$2,293.39
PITNEY BOWES	POSTAGE/UPS	$996.21
PIZZA HUT OF AMERICA,INC.& AFFIL	INSTRUCTIONAL SUPPLIES	$129.92
PIZZA RANCH	INSTRUCTIONAL SUPPLIES	$126.95
PLAY IT AGAIN SPORTS	EQUIPMENT >$1999	$3,119.40
PLUMB SUPPLY CO.	REPAIR PARTS	$53.03
PLUMBERS SUPPLY COMPANY	MAINTENANCE SUPPLIES	$1,396.48
POCKET FULL OF THERAPY INC	INSTRUCTIONAL SUPPLIES	$83.85
POLAR ELECTRO INC	INSTRUCTIONAL SUPPLIES	$859.50
POOL TECH MIDWEST INC	CHEMICALS	$3,725.50
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	$1,943.95
QUILL CORPORATION	GENERAL SUPPLIES	$158.98
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	$227.02
QUINN STORAGE	SERVICE AGREEMENTS	$75.00
QUINTIN SHEPHERD	TRAVEL	$240.63
RAMOS JERI	TRAVEL	$238.06
RAUSCH ERICA	TRAVEL	$107.25
READ NATURALLY	INSTRUCTIONAL SUPPLIES	$83.00
REALLY GOOD STUFF INC	LIBRARY BOOKS	$364.71
REINHART INSTITUTIONAL FOODS INC	INSTRUCTIONAL SUPPLIES	$83.91
ROCHESTER ARMORED CAR CO INC	OTHER PROFESSIONAL	$540.80
RYAN SAMANTHA	MISC REVENUE	$9.00
SADLER POWER TRAIN	TRANSP. PARTS	$1,295.57
SAM'S CLUB	INSTRUCTIONAL SUPPLIES	$337.44
SANBORN, SYMON	TRAVEL	$42.86
SANDERS BEN	TRAVEL	$13.73
SCANTRON	INSTRUCTIONAL SUPPLIES	$144.71
SCHOLASTIC BOOK CLUBS	INSTRUCTIONAL SUPPLIES	$499.00
SCHOOL OUTFITTERS	INSTRUCTIONAL SUPPLIES	$80.06
SCHOOL SPECIALTY INC	INSTRUCTIONAL SUPPLIES	$1,928.03
SECURITY EQUIPMENT SUPPLY	REPAIR PARTS	$169.10
SEIU LOCAL 199	EE LIAB-UNION DUES	$714.04
SHORTER MARGARET	TRAVEL	$58.89
SHRED-IT DES MOINES	GENERAL SUPPLIES	$47.63
STAGERIGHT	INSTRUCTIONAL SUPPLIES	$31.00
STAPLES	GENERAL SUPPLIES	$251.40
STAPLES	INSTRUCTIONAL SUPPLIES	$529.04
STAR AUTISM SUPPORT INC	INSTRUCTIONAL SUPPLIES	$385.00
STAR EQUIPMENT LTD	MAINTENANCE SUPPLIES	$70.00
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES	$25.00

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	$3,362.80
SYSTEMS UNLIMITED, INC.	PROF SERV: EDUCATION	$1,802.00
TERRELL DAN	TRAVEL	$5.62
TERRY KARLA	TRAVEL	$27.30
THOMAS BUS	TRANSP. PARTS	$334.97
THOMPSON TRUCK & TRAILER	TRANSP. PARTS	$2,170.72
TIMBERLINE BILLING SERVICE LLC	DATA PROCESSING AND	$7,474.50
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$186,688.16
TRIER KELLY	TRAVEL	$112.87
TRUCK BUILDERS	VEHICLE REPAIR	$269.50
TURNER JEANNE	TRAVEL	$94.77
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	$500.00
U.S. CELLULAR	TELEPHONE	$1,036.18
ULINE, INC	INSTRUCTIONAL SUPPLIES	$379.10
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	$1,069.12
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY	$748.42
US TICKET	GENERAL SUPPLIES	$73.65
VAIL KATHERINE L.	TRAVEL	$4.29
VALUE INSPIRED PRODUCTS/SERVICES	INSTRUCTIONAL SUPPLIES	$4,091.42
VAN HOECK RON	OFFICIAL/JUDGE	$55.00
VAN METER CO	MAINTENANCE SUPPLIES	$730.01
VAN PRAAG, DIANNE	TRAVEL	$3.51
VIETH KELLY	TRAVEL	$20.87
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	$50,387.66
WAGE WORKS	EE LIAB-FLEX DEP CARE	$21,644.72
WAGE WORKS	EE LIAB-FLEX HEALTH	$17,304.94
WALMART	INSTRUCTIONAL SUPPLIES	$816.63
WEBER COMMUNICATIONS INC	OTHER PROFESSIONAL	$300.00
WELLMARK	OTHER PROFESSIONAL	$1,035.00
WENDLING QUARRIES	MAINTENANCE SUPPLIES	$318.78
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	$45.80
YMCA CAMP WAPSIE	INSTRUCTIONAL SUPPLIES	$81.60
ZIMMERMAN JESSICA	TRAVEL	$34.05
	Fund Total:	**$6,198,312.68**
Fund: LOCAL OPT SALES TAX		
DLR GROUP INC	ARCHITECT	$870.00
	Fund Total:	**$870.00**
Fund: MANAGEMENT LEVY		
EMC INSURANCE	LEGAL SERVICES	$2,000.00
	Fund Total:	**$2,000.00**
Fund: NUTRITION SERVICES		
ANDERSEN KRISTA	UNEARNED REVENUE	$12.85
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD	$17,469.98
BMO MASTERCARD	EQUIPMENT REPAIR	$65.47

IA - Warrants Paid Listing

Criteria

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Vendor Name	Description	Check Total
BREITFELDER, LEISA	UNEARNED REVENUE	$39.20
EARTHGRAINS	PURCHASE FOOD	$2,790.91
EMS DETERGENT SERVICES	CLEANING PRODUCTS	$266.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$89,641.69
GOODWIN TUCKER GROUP	REPAIR/MAINT SERVICE	$644.51
HACKBARTH PAM	UNEARNED REVENUE	$14.25
HUMITECH OF IOWA INC	REPAIR/MAINT SERVICE	$150.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$1,904.87
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$8,145.04
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$1,904.87
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$8,145.04
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$10,167.93
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$7,807.71
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$11,718.11
KNIGHT SUSAN	TRAVEL	$26.21
LASER RESOURCES, LLC	Copies	$14.18
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$145.32
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$209.02
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	$514.76
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$23,993.94
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	$1,753.56
NOTH RUTH	TRAVEL	$2.46
PARKER NIKKI	UNEARNED REVENUE	$16.56
PATTY MACINTYRE	UNEARNED REVENUE	$13.75
PIZZA HUT OF AMERICA,INC.& AFFIL	PURCHASE FOOD	$1,577.49
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	$1,139.76
REINHART INSTITUTIONAL FOODS INC	GENERAL SUPPLIES	$194.24
REINHART INSTITUTIONAL FOODS INC	PAPER PRODUCT SUPPLY	$5,802.84
REINHART INSTITUTIONAL FOODS INC	PURCHASE FOOD	$89,056.49
ROE, CHERYL	UNEARNED REVENUE	$11.10
SABA MICHELLE	UNEARNED REVENUE	$10.40
SANDERS, NICKI	UNEARNED REVENUE	$50.00
SCHOOL NUTRITION ASSOCIATION	DUES AND FEES	$75.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	$134.60
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$4,062.57
U.S. DEPARTMENT OF TREASURY--FMS	EE LIAB-GARNISHMENTS	$139.05
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	$50.00
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	$4,040.00
	Fund Total:	**$293,921.73**
Fund: PHY PLANT & EQ LEVY		
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	$4,525.00
DRYSPACE INC	CONSTRUCTION SERV	$2,437.62
IOWA MS, INC PARTS	BLDG. CONST SUPPLIES	$352.00
MARION IRON CO.	BLDG. CONST SUPPLIES	$541.07
MENARDS -13127	CONSTRUCTION SERV	$3,098.39

IA - Warrants Paid Listing

Criteria

Date Range: 12/11/2015 - 01/07/2016

Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
NOVAK DESIGN GROUP	ARCHITECT	$3,928.35
TRANSFINDER CORPORATION	COMPUTER SOFTWARE	$4,000.00
	Fund Total:	**$18,882.43**
Fund: Pool 10 Million Issue and 2013 10M Issue		
BMO MASTERCARD	BLDG. CONST SUPPLIES	$43.45
BMO MASTERCARD	EQUIPMENT >$1999	$4,459.98
DLR GROUP INC	ARCHITECT	$21,522.63
GRANT WOOD AEA	BLDG. CONST SUPPLIES	$34.05
PODS	BLDG. CONST SUPPLIES	$934.00
SOIL-TEK	CONSTRUCTION SERV	$250.00
TERRACON CONSULTANTS INC	ARCHITECT	$1,377.50
	Fund Total:	**$28,621.61**
Fund: PUB ED & REC LEVY		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$1,479.97
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$30.34
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$129.68
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$30.34
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$129.68
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$201.12
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$141.60
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$212.51
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$6.95
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	$45.76
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$730.66
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	$37.10
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$83.58
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	$22.50
	Fund Total:	**$3,284.29**
Fund: STUDENT ACTIVITY		
AMBROSY TODD	OFFICIAL/JUDGE	$55.00
ANDYMARK, INC	INSTRUCTIONAL SUPPLIES	$565.93
BADER MATTHEW	OFFICIAL/JUDGE	$59.20
BAKER DAVID	OFFICIAL/JUDGE	$110.00
BARRETT SAM	OFFICIAL/JUDGE	$105.00
BERKA JOSHUA	OFFICIAL/JUDGE	$90.00
BMO MASTERCARD	DUES AND FEES	$10,356.00
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	$9,162.64
BMO MASTERCARD	TRAVEL	$13,093.17
BOB ROGERS TRAVEL	TRAVEL	$112,500.00
BRANDT BLAKE	OFFICIAL/JUDGE	$90.00
BRUMWELL, GRETCHEN	INSTRUCTIONAL SUPPLIES	$250.00
BURKLE CORY	OFFICIAL/JUDGE	$55.00
BURRY MATT	OFFICIAL/JUDGE	$136.00

IA - Warrants Paid Listing

Criteria

Date Range: 12/11/2015 - 01/07/2016

Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
BUXTON JIM	OFFICIAL/JUDGE	$183.40
CEDAR GRAPHICS INC	INSTRUCTIONAL SUPPLIES	$227.79
CEDAR VALLEY WORLD TRAVEL	TRAVEL	$2,130.00
CHOIR MART - M.E.G.	INSTRUCTIONAL SUPPLIES	$1,363.95
CLINTON COMM. SCHOOL DISTRICT	DUES AND FEES	$100.00
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	$55.00
COOPER STEPHEN	OFFICIAL/JUDGE	$55.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	$6,092.15
CROWN TROPHY	INSTRUCTIONAL SUPPLIES	$28.00
DABROSKI DOUGLAS	OFFICIAL/JUDGE	$111.16
DECKER SPORTING GOODS	INSTRUCTIONAL SUPPLIES	$1,054.00
DYRLAND JONATHAN	INSTRUCTIONAL SUPPLIES	$75.00
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	$79.33
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$2,864.82
FLOOD KEVIN	OFFICIAL/JUDGE	$110.00
FOUR SEASONS FUND RAISING	INSTRUCTIONAL SUPPLIES	$11,475.79
FRIDAY MATT	OFFICIAL/JUDGE	$55.00
GARMENT DESIGN	INSTRUCTIONAL SUPPLIES	$1,528.00
GRANGER NORM	OFFICIAL/JUDGE	$136.00
GRAYBILL COMMUNICATIONS	INSTRUCTIONAL SUPPLIES	$288.00
HALLS PHOTO	DUES AND FEES	$50.00
HCC SPECIALTY UNDERWRITERS, INC	INSTRUCTIONAL SUPPLIES	$700.00
HEIDELBAUER CHRISTOPHER	OFFICIAL/JUDGE	$55.00
HOYT BOB	OFFICIAL/JUDGE	$50.00
HUNTERS RIDGE GOLF COURSE	INSTRUCTIONAL SUPPLIES	$50.00
HY-VEE FOOD STORE-8555	INSTRUCTIONAL SUPPLIES	$97.69
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	$161.33
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$50.28
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$214.92
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$50.28
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$214.92
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$239.20
IOWA GIRLS COACHES ASSOCIATION	INSTRUCTIONAL SUPPLIES	$220.00
IOWA HIGH SCHOOL SPEECH ASSOC	INSTRUCTIONAL SUPPLIES	$304.00
IOWA HS ATHLETIC DIR ASSOC	DUES AND FEES	$190.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$148.69
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$223.17
IOWA SPORTS SUPPLY	INSTRUCTIONAL SUPPLIES	$45.00
IOWA STATE UNIVERSITY	INSTRUCTIONAL SUPPLIES	$100.00
JASCHEN JON	OFFICIAL/JUDGE	$55.00
JOHNSON BRADLEY DAVID	OFFICIAL/JUDGE	$55.00
JONES ROCKY	OFFICIAL/JUDGE	$90.00
KEEL BILL	OFFICIAL/JUDGE	$55.00
KENMARK, INC	INSTRUCTIONAL SUPPLIES	$2,152.00
KNICKREHM DOUG	OFFICIAL/JUDGE	$113.00

IA - Warrants Paid Listing

Criteria

Date Range: 12/11/2015 - 01/07/2016

Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
KOLLEGE TOWN SPORTS	INSTRUCTIONAL SUPPLIES	$1,784.67
KOOLBECK, JEFF	OFFICIAL/JUDGE	$105.00
KOOLBECK, MIKE	OFFICIAL/JUDGE	$55.00
KRAMER RANDY	OFFICIAL/JUDGE	$90.00
LECHTENBERG DAN	OFFICIAL/JUDGE	$90.00
LEGO EDUCATION	INSTRUCTIONAL SUPPLIES	$160.50
MAHMENS SCOTT	TRAVEL	$183.30
MARION INDEPENDENT SCHOOLS	INSTRUCTIONAL SUPPLIES	$255.00
MCMASTER-CARR	INSTRUCTIONAL SUPPLIES	$78.05
MEDIAQUEST SIGNS	INSTRUCTIONAL SUPPLIES	$950.00
MEDICAL SPECIALTIES	INSTRUCTIONAL SUPPLIES	$99.06
MENARDS -13127	INSTRUCTIONAL SUPPLIES	$70.20
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	$1,663.02
MINN-TEX CITRUS	INSTRUCTIONAL SUPPLIES	$4,130.89
MOE TONYA	TRAVEL	$234.00
MURPHY BOB	OFFICIAL/JUDGE	$183.40
MURPHY JOEL	OFFICIAL/JUDGE	$82.60
MUSIC THEATRE INTERNATIONAL	INSTRUCTIONAL SUPPLIES	$20.00
NATHAN JOHN SEVERSON	INSTRUCTIONAL SUPPLIES	$450.00
NEFF	INSTRUCTIONAL SUPPLIES	$1,362.65
NEFF MIKE	OFFICIAL/JUDGE	$133.70
ORIENTAL TRADING CO	INSTRUCTIONAL SUPPLIES	$158.79
PANERA BREAD OF IOWA	INSTRUCTIONAL SUPPLIES	$83.94
PANTINI ANDY	OFFICIAL/JUDGE	$125.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	$108.49
PETERSEN ANDY	OFFICIAL/JUDGE	$90.00
PIZZA HUT OF AMERICA,INC.& AFFIL	INSTRUCTIONAL SUPPLIES	$129.91
PLAYSCRIPTS, INC	INSTRUCTIONAL SUPPLIES	$50.00
PODZIMEK, LINDSEY	INSTRUCTIONAL SUPPLIES	$190.00
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	$274.83
RYAN DEBBIE	INSTRUCTIONAL SUPPLIES	$54.00
SMITH ROBERT JR.	OFFICIAL/JUDGE	$90.00
SOCCER.COM	INSTRUCTIONAL SUPPLIES	$1,357.78
STONE TRACY	OFFICIAL/JUDGE	$116.90
STURENFELDT ROB	OFFICIAL/JUDGE	$100.00
SUTHERLAND PRINTING INC	INSTRUCTIONAL SUPPLIES	$2,937.43
THE COLLECTIVE FOR ORPHAN CARE AND EDUCA	INSTRUCTIONAL SUPPLIES	$1,722.55
THOMAS DANIEL	OFFICIAL/JUDGE	$145.00
THUL DAVID	OFFICIAL/JUDGE	$110.00
TIEDT LOWELL	OFFICIAL/JUDGE	$114.20
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$112.21
TRESONA MULTIMEDIA, LLC	INSTRUCTIONAL SUPPLIES	$625.00
TURNER TERRY	OFFICIAL/JUDGE	$50.00
VAN ARSDALE STACEY	OFFICIAL/JUDGE	$90.00
VINTON-SHELLSBURG COMM SCHOOL	DUES AND FEES	$120.00

IA - Warrants Paid Listing

Criteria

Date Range: 12/11/2015 - 01/07/2016

Fiscal Year: 2015-2016

Vendor Name	Description	Check Total
WALMART	INSTRUCTIONAL SUPPLIES	$142.18
WINTER JERRY	OFFICIAL/JUDGE	$55.00
WORSTER STEVE	OFFICIAL/JUDGE	$90.00
YANECEK DOUG	OFFICIAL/JUDGE	$55.00
	Fund Total:	**$201,804.06**
Fund: Student Store		
COTTON GALLERY LTD.	GENERAL SUPPLIES	$414.00
LIDS TEAM SPORTS	GENERAL SUPPLIES	$624.00
THE GRAPHIC EDGE, INC	GENERAL SUPPLIES	$1,800.82
	Fund Total:	**$2,838.82**
	Grand Total:	**$7,627,601.43**

End of Report

FARM LEASE

THIS LEASE ("Lease") is made between Linn-Mar Community School District ("Landlord"), whose address for the purpose of this Lease is 2999 N. 10th Street, Marion, Iowa, 52302 and John J. Airy and Janet K. Airy ("Tenant"), whose address for the purpose of this Lease is 2618 Old Center Road, Alburnett, IA 52202.

THE PARTIES AGREE AS FOLLOWS:

1. **PREMISES AND TERM.** Landlord leases to Tenant the following real estate situated in Linn County, Iowa (the "Real Estate"):

SW SW Section 14; That part of E ½ NE NE Section 22 East of the Road; and NW NW Section 23, all in 84-7, Linn County, Iowa, except the Public Highway,

and containing 77.94 tillable acres, more or less, with possession by Tenant for a term of one (1) year to commence on March 1, 2016, and ending on February 28, 2017. The Tenant has had or been offered an opportunity to make an independent investigation as to the acres and boundaries of the premises. In the event that possession cannot be delivered within fifteen (15) days after commencement of this Lease, Tenant may terminate this Lease by giving the Landlord notice in writing.

2. **RENT.** Tenant shall pay to Landlord as rent for the Real Estate (the "Rent"), total annual cash rent of $21,122 ($271 per acre), payable in full, unless otherwise agreed, no later than December 30, 2016.

All Rent is to be paid to Landlord at the address above or at such other place as Landlord may direct in writing. Rent must be in Landlord's possession on or before the due date. Participation of this farm in any offered program by the U.S. Department of Agriculture or any state for crop production control or soil conservation, the observance of the terms and conditions of this program, and the division of farm program payments, requires Landlord's prior written consent. Payments from participation in these programs shall belong to Tenant. Crop disaster payments shall belong to Tenant.

3. **LANDLORD'S LIEN AND SECURITY INTEREST.** As security for all sums due or which will become due from Tenant to Landlord, Tenant hereby grants to Landlord, in addition to any statutory liens, a security interest as provided in the Iowa Uniform Commercial Code and a contractual lien in all crops produced on the premises and the proceeds and products thereof, all contract rights concerning such crops, proceeds and/or products, all proceeds of insurance collected on account of destruction of such crops, all contract rights and U.S. government and/or state agricultural farm program payments in connection with the above described premises whether such contract rights be payable in cash or in kind, including the proceeds from such rights, and any and all other personal property kept or used on the real estate that is not exempt from execution. Tenant shall also sign any additional forms required to validate the security interest in government program payments.

Tenant shall not sell such crops unless Landlord agrees otherwise. Tenant shall notify Landlord of Tenant's intention to sell crop at least three (3) business days prior to sale of the crop (with business days being described as Monday through Friday, except any Iowa or federal holidays). Tenant shall pay the full rent for the crop year in which the crop is produced, whether due or not, at the time of sale pursuant to Landlord's consent to release Landlord's security interests. Upon payment in full Landlord shall release Landlord's lien on the crop produced in that crop year on the premises. The parties agree that by the Landlord releasing the lien as to the crop in one year, the Landlord in no way releases the lien or agrees to release the lien in any prior or subsequent year.

Tenant shall sign and deliver to Landlord a list of potential buyers of the crops upon which

Landlord has been granted a security interest in this lease. Unless Landlord otherwise consents, Tenant will not sell these crops to a buyer who is not on the potential list of buyers unless Tenant pays the full rent due for the crop year to the Landlord at or prior to the date of sale. Landlord may give notice to the potential buyers of the existence of this security interest.

Landlord is further granted the power, coupled with an interest, to sign on behalf of Tenant as attorney-in-fact and to file one or more financing statements under the Iowa Uniform Commercial Code naming Tenant as Debtor and Landlord as Secured Party and describing the collateral herein specified. Tenant consents to the financing statement being filed immediately after execution of this Lease.

4. **INPUT COSTS AND EXPENSES.** Tenant shall prepare the Real Estate and plant such crops in a timely fashion. Tenant shall only be entitled to pasture or till those portions of the Real Estate designated by Landlord. All necessary machinery and equipment, as well as labor, necessary to carry out the terms of this lease shall be furnished by and at the expense of the Tenant. All necessary materials, in the amounts required by good husbandry, shall be acquired and paid for by Tenant.

5. **PROPER HUSBANDRY; HARVESTING OF CROPS; CARE OF SOIL, TREES, SHRUBS AND GRASS.** Tenant shall farm the Real Estate in a manner consistent with good husbandry, seek to obtain the best crop production that the soil and crop season will permit, properly care for all growing crops in a manner consistent with good husbandry, and harvest all crops on a timely basis. In the event Tenant fails to do so, Landlord reserves the right, personally or by designated agents, to enter upon the Real Estate and properly care for and harvest all growing crops, charging the cost of the care and harvest to the Tenant, as part of the Rent. Tenant shall timely control all weeds, including noxious weeds, weeds in the fence rows, along driveways and around buildings throughout the premises. Tenant shall comply with all terms of the conservation plan and any other required environmental plans for the leased premises. Tenant shall do what is reasonably necessary to control soil erosion including, but not limited to, the maintenance of existing watercourses, waterways, ditches, drainage areas, terraces and tile drains, and abstain from any practice which will cause damage to the Real Estate.

Upon request from the Landlord, Tenant shall by August 15 of each lease year provide to the Landlord a written listing showing all crops planted, including the acres of each crop planted, fertilizers, herbicides and insecticides applied showing the place of application, the name and address of the applicator, the type of application and the quantity of such items applied on the lease premises during such year.

Tenant shall distribute upon the poorest tillable soil on the Real Estate, unless directed otherwise by Landlord, all of the manure and compost from the farming operation suitable to be used. Tenant shall not remove from the Real Estate, nor burn, any straw, stalks, stubble, or similar plant materials, all of which are recognized as the property of Landlord. Tenant may use these materials, however, upon the Real Estate for the farming operations. Tenant shall protect all trees, vines and shrubbery upon the Real Estate from injury by Tenant's cropping operation or livestock.

Tenant shall maintain accurate yield records for the real estate, and upon request, during or after the lease term, shall disclose to Landlord, all yield base information required for participation in government programs.

6. **DELIVERY OF GRAIN.** Not applicable.

7. **LANDLORD'S STORAGE SPACE.** Not applicable.

8. **ENVIRONMENTAL.** Tenant shall comply with all applicable environmental laws concerning application, storage and handling of chemicals (including, without limitation, herbicides and insecticides) and fertilizers. Tenant shall apply any chemicals used for weed or insect control at levels not to exceed the manufacturer's recommendation for the soil types involved. Farm chemicals shall not be stored on the premises for more than one year. Farm chemicals for use on other properties shall not be stored on this

property. Chemicals stored on the premises shall be stored in clearly marked, tightly closed containers. No chemicals or chemical containers will be disposed of on the premises. Application of chemicals for agricultural purposes per manufacturer's recommendation shall not be construed to constitute disposal.

Tenant shall employ all means appropriate to insure that well or ground water contamination does not occur, and shall be responsible to follow all applicator's licensing requirements. Tenant shall install and maintain safety check valves for injection of any chemicals and/or fertilizers into an irrigation system (injection valve only, not main well check valve). Tenant shall properly post all fields (when posting is required) whenever chemicals are applied by ground or air. Tenant shall haul and spread all manure on appropriate fields at times and in quantities consistent with environmental protection requirements. Tenant shall not dispose of waste oil, tires, batteries, paint, other chemicals or containers anywhere on the premises. Solid waste shall not be disposed of on the premises. Dead livestock shall not be buried on the premises. If disposal of solid waste or burial of dead animals is permitted as stated in the previous two sentences, the disposal or burial shall be in compliance with all applicable environmental laws. Tenant shall not use waste oil as a means to suppress dust on any roads on or near the premises. No underground storage tanks, except human waste septic systems that meet current codes, rules, and regulations, shall be maintained on the premises.

Tenant shall immediately notify Landlord of any chemical discharge, leak, or spill which occurs on premises. Tenant shall assume liability and shall indemnify and hold Landlord harmless for any claim or violation of standards which results from Tenant's use of the premises. Tenant shall assume defense of all claims, except claims resulting from Landlord's negligence, in which case each party shall be responsible for that party's defense of any claim. After termination, Tenant shall remain liable for violations which occurred during the term of this Lease.

9. **TERMINATION OF LEASE.** This Lease shall automatically renew upon expiration from year-to-year, upon the same terms and conditions unless either party gives due and timely written notice to the other of an election not to renew this Lease. If renewed, the tenancy shall terminate on March 1 of the year following, provided that the tenancy shall not continue because of an absence of notice in the event there is a default in the performance of this Lease. All notices of termination of this Lease shall be as provided by law.

10. **POSSESSION AND CONDITION AT END OF TERM.** At the termination of this Lease, Tenant will relinquish possession of the Real Estate to the Landlord. If Tenant fails to do so Tenant agrees to pay Landlord $ 100 per day, as liquidated damages until possession is delivered to Landlord. At the time of delivery of the Real Estate to Landlord, Tenant shall assure that the Real Estate is in good order and condition, and substantially the same as it was when received by Tenant at the commencement of this Lease, excusable or insurable loss by fire, unavoidable accidents and ordinary wear, excepted.

11. **LANDLORD'S RIGHT OF ENTRY AND INSPECTION.** In the event notice of termination of this Lease has been properly served, Landlord may enter upon the Real Estate or authorize someone else to enter upon the Real Estate to conduct any normal tillage or fertilizer operation after Tenant has completed the harvesting of crops even if this is prior to the date of termination of the lease. Landlord may enter upon the Real Estate at any reasonable time for the purpose of viewing or seeding or making repairs, or for other reasonable purposes.

12. **VIOLATION OF TERMS OF LEASE.** If Tenant or Landlord violates the terms of this Lease, the other may pursue the legal and equitable remedies to which each is entitled. Tenant's failure to pay any Rent when due shall cause all unpaid Rent to become immediately due and payable, without any notice to or demand upon Tenant.

13. **REPAIRS.** Tenant, at Tenant's own expense, shall maintain the fences on the leased premises in good and proper repair. Tenant shall haul the materials to the repair site without charge to Landlord.

14. **NEW IMPROVEMENTS.** No improvements whatsoever shall be made to the Real Estate without the Landlord's prior written consent. All buildings, fences and improvements of every kind and nature that may be erected or established upon the Real Estate during the term of the Lease by the Tenant shall constitute additional rent and shall inure to the Real Estate, becoming the property of Landlord unless the Landlord has agreed in writing prior to the erection that the Tenant may remove the improvement at the end of the lease.

15. **WELL, WINDMILL, WATER AND SEPTIC SYSTEMS.** Tenant shall maintain all well, windmill, water and septic systems on the Real Estate in good repair at Tenant's expense. Landlord does not guarantee continuous or adequate supplies of water for the premises.

16. **EXPENSES INCURRED WITHOUT CONSENT OF LANDLORD.** No expense shall be incurred for or on account of the Landlord without first obtaining Landlord's written authorization. Tenant shall take no actions that might cause a mechanic's lien to be imposed upon the Real Estate.

17. **NO AGENCY.** Tenant is not an agent of the Landlord.

18. **TELEVISION AND RADIO.** Tenant may install and remove, without causing material injury to the premises, Tenant's television reception antennas, microwave dishes, and radio reception and transmission antennas.

19. **ACCOUNTING.** Not applicable.

20. **ATTORNEY FEES AND COURT COSTS.** If either party files suit to enforce any of the terms of this Lease, the prevailing party shall be entitled to recover court costs and reasonable attorneys' fees and expenses.

21. **CHANGE IN LEASE TERMS.** The conduct of either party, by act or omission, shall not be construed as a material alteration of this Lease until such provision is reduced to writing and executed by both parties as addendum to this Lease.

22. **CONSTRUCTION.** Words and phrases herein, including the acknowledgment, are construed as in the singular or plural and as the appropriate gender, according to the context.

23. **NOTICES.** The notices contemplated in this Lease shall be made in writing and shall either be delivered in person, or be mailed in the U.S. mail, certified mail to the recipient's last known mailing address, except for the notice of termination set forth in Section 9, which shall be governed by the Code of Iowa.

24. **ASSIGNMENT.** Tenant shall not assign this Lease or sublet the Real Estate or any portion thereof without prior written authorization of Landlord.

25. **CERTIFICATION**. Tenant certifies that it is not acting, directly or indirectly, for or on behalf of any person, group, entity or nation named by any Executive Order or the United States Treasury Department as a terrorist, "Specially Designated National and Blocked Person" or any other banned or blocked person, entity, nation or transaction pursuant to any law, order, rule or regulation that is enforced or administered by the Office of Foreign Assets Control; and it is not engaged in this transaction, directly

or indirectly on behalf of, or instigating or facilitating this transaction, directly or indirectly on behalf of, any such person, group, entity or nation. Tenant hereby agrees to defend, indemnify and hold harmless Landlord from and against any and all claims, damages, losses, risks, liabilities and expenses (including attorney's fees and costs) arising from or related to any breach of the foregoing certification.

DATED: 12-21-, 2015.

TENANT

John J. Airy

LANDLORD

Linn-Mar Community School District

By: _____
Tim Isenberg
Title: Board President

By: _____
Angie Morrison
Title: Board Secretary

Exhibit 1004.2

THE SHREDDER

855.99.SHRED

339 SW 8th Street
Des Moines, IA 50309

"It's our business to ensure no one knows your business!"

CLIENT SERVICE AGREEMENT

Bill To: amorrison@Linnmar.K12.IA.US

CLIENT INFORMATION

Location: (service location) Multiple service locations ☐ (check here and attach location list)

Company Name: Linn-Mar Community School District Tel: 319-447-3000 Fax: _____

Contact Name: Angie Morrison Position: Business Mgr Email: _____

Address: 2999 N 10th St Unit: _____ City: Marion State: IA Zip: 52302

AUTOMATIC SERVICE

Security Containers:	Type	Qty	Type	Qty	Type	Qty
	X Console	21	____ 65 Gal	____	____ 96 Gal	____

Service Frequency: Every: ___ 1 ___ 2 ___ 3 X 4 weeks, or 8 week x weekly

Custom Frequency: _____

Frequency Notes _____

Start Date: Week of Jan 25th 2016 Length of Contract: X 1 yr ___ years

Location of Consoles: *See Addendum for locations

(If more attach chart)

Billing Rate: _____ Per _____ Minimum Charge: $30

Automatic Service Description: $30 minimum for 2 consoles
Each additional console is $9 each

PURGE SERVICE

Service: ____ Bankers box ____ File Drawer ____ Other: Describe _____

Expected Service Date/Other: _____

Billing Rate: _____ Per _____ Minimum Charge: _____

Purge Service Description: _____

AGREED TO BY

Green Resource Management, Inc.
The Shredder

Signed RGM
Print Name Reagan Maher
Postition Sales Executive
Date 1-6-16

Customer agrees to having reviewed and agreed to terms and conditions outlined on the back of this contract.

Company _____
Signed _____
Print Name _____
Postition _____
Date _____

AIA® Document G701™ – 2001

Change Order

PROJECT *(Name and address)*:
Linn-Mar High School Additions and Renovations - Phase 2
Marion, Iowa

TO CONTRACTOR *(Name and address)*:
Larson Construction Co., Inc.
600 17th Street SE
P.O. Box 112
Independence, IA 50644

CHANGE ORDER NUMBER: CC-06
DATE: December 9, 2015

ARCHITECT'S PROJECT NUMBER: 11-13105-20
CONTRACT DATE: March 9, 2015
CONTRACT FOR: Combined Construction

OWNER: ☐
ARCHITECT: ☐
CONTRACTOR: ☐
FIELD: ☐
OTHER: ☐

THE CONTRACT IS CHANGED AS FOLLOWS:
(Include, where applicable, any undisputed amount attributable to previously executed Construction Change Directives)
Please see attachment for Change Order items and description.

The original Contract Sum was	$	19,548,000.00
The net change by previously authorized Change Orders	$	112,425.17
The Contract Sum prior to this Change Order was	$	19,660,425.17
The Contract Sum will be increased by this Change Order in the amount of	$	22,225.39
The new Contract Sum including this Change Order will be	$	19,682,650.56

The Contract Time will be increased by Zero (0) days.
The date of Substantial Completion as of the date of this Change Order therefore is on or before December 16, 2016.

NOTE: This Change Order does not include changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

ARCHITECT	CONTRACTOR	OWNER
DLR Group, inc. *(Firm name)*	Larson Construction Co., Inc. *(Firm name)*	Linn-Mar Community School District *(Firm name)*
1430 Locust Street Suite 200 Des Moines, IA 50309 *(Address)*	600 17th Street SE P.O. Box 112 Independence, IA 50644 *(Address)*	2999 North Tenth Street Marion, IA 52302 *(Address)*
BY *(Signature)*	BY *(Signature)*	BY *(Signature)*
Paul Arend *(Typed name)*	Travis Schwartz *(Typed name)*	Tim Isenberg, School Board President *(Typed name)*
12/16/15 DATE	12.14.15 DATE	DATE

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User Notes: (1129207851)

Linn-Mar High School Additions & Renovations – Phase 2
DLR Group Project No. 11-13105-20

Attachment to Change Order CC-06

General Contractor: Larson Construction

December 9, 2015

Item No. 1:
Cost for air line labor and material in Woods Lab.

Pricing per Larson Construction correspondence COR #28 dated November 5, 2015, reviewed by DLR Group on December 4, 2015.

Total Item No. 1: Add: $292.22

Item No. 2:
Provide cost for material and labor to add electrical provisions for eight (8) range hoods consisting of 120V 20A power in Food Lab F152.

DLR Group Proposal Request CC-35 dated November 6, 2015. Pricing per Larson Construction correspondence dated November 23, 2015.

Total Item No. 2: Add: $1,868.29

Item No. 3:
Cost for labor and material in install floor drains in NE Mechanical room not indicated on the plans required by the City of Marion.

Pricing per Larson Construction correspondence COR #30 dated November 12, 2015, reviewed by DLR Group on November 30, 2015.

Total Item No. 3: Add: $1,566.27

Item No. 4:
Cost for labor and material for new floor drains to match new raised tile in Area F, D, B, and G.

Pricing per Larson Construction correspondence COR #31 dated November 12, 2015, reviewed by DLR Group on November 30, 2015.

Total Item No. 4: Add: $8,887.27

Item No. 5:
Cost for labor and material to install a bulkhead above exterior door F190A.

Pricing per Larson Construction correspondence COR #32 dated November 12, 2015, reviewed by DLR Group on November 30, 2015.

Total Item No. 5: **Add: $466.42**

Item No. 6:
Cost for labor and material to replace plumbing fixtures in lieu of existing to remain in Area B per Owner's request.

Pricing per Larson Construction correspondence COR #33 dated November 18, 2015, reviewed by DLR Group on November 30, 2015.

Total Item No. 6: **Add: $4,967.13**

Item No. 7:
Cost for labor and material to install 24 ceiling mounted strobes in lieu of wall mounted in bathrooms that get full tile.

Pricing per Larson Construction correspondence COR #34 dated November 19, 2015, reviewed by DLR Group on November 23, 2015.

Total Item No. 7: **Add: $1,484.81**

Item No. 8:
Cost for labor and material in extend the knee wall / chase up to 48" to provide backing for the stainless steel backsplash and electrical outlets in Foods Lab F152 along the east wall.

Pricing per Larson Construction correspondence COR #36 dated November 19, 2015, reviewed by DLR Group on November 30, 2015.

Total Item No. 8: **Add: $804.10**

Item No. 9:
Cost for labor and material to install condensate pumps for Art Room HP's, Area F restroom closet and new lower level mechanical room.

Pricing per Larson Construction correspondence COR #38 dated November 20, 2015, reviewed by DLR Group on December 4, 2015.

Total Item No. 9: **Add: $1,888.88**

TOTAL AMOUNT OF CHANGE ORDER CC-06:	**ADD:**	**$22,225.39**

LICENSE AGREEMENT
COMMERCIAL

This license agreement ("Agreement") is made on the Effective Date, as defined in the signature block, by Linn-Mar Community School District, an Iowa school corporation ("Licensor"), and the undersigned ("Licensee").

1. Definitions

1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.

1.2 "Licensed Product" means products bearing the Trademarks.

1.3 "Royalty Rate" means the percentage defined in Exhibit B.

1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted nor shall any deduction be allowed for any uncollectible accounts or allowances.

1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.

1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.

1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.

2. LICENSE

2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.

2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate times Net Sales.

2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

3.1 In order to protect and preserve Licensor's rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain Licensor's approval of all aspects of such use, including quality of the Licensed Product; and (ii) once Licensee's use of the Trademarks is initially approved by Licensor, any subsequent modification in such use, including changes in quality of the Licensed Product, must be reviewed and approved by Licensor prior to implementation of such modification. Licensor may terminate this Agreement if Licensee fails to abide by these quality control provisions.

4. USE OF THE TRADEMARK

4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.

4.2 Proper Notice and Acknowledgment. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.

4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.

4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the Trademarks, or any other use of the Trademarks by Licensee which is not expressly permitted by this Agreement.

5. TERMINATION

5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.

5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the

Trademark in a manner not expressly permitted by this Agreement.

5.3 Effect of Termination. All rights granted by this Agreement, shall expire upon termination of this Agreement, and upon termination Licensee shall immediately cease and desist from all further use of the Trademarks, except that Licensee may continue to sell off Licensed Products in its inventory for a period of ninety (90) days.

6. REPORTING AND PAYMENTS

6.1 Licensee shall provide Licensor a report within thirty (30) of the end of each Reporting Period, as defined in Exhibit B. The report shall detail the number of Licensed Products sold, the Net Sales of Licensed Products and royalties due. The report shall be accompanied by payment of the royalties due. If no royalties are due, the report shall so state.

7. MISCELLANEOUS

7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of Licensed Products by third parties.

7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee’s rights or obligations without Licensor’s prior written consent.

7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.

7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.

7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.

7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.

7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States postal service, or by courier service at the addresses listed below.

7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date first set forth above.

Licensor	**Licensee** Commercial
Linn-Mar Community School District	Entity/Team Name: 4imprint, Inc.
Address: 2999 N 10th Street Marion IA 52302	Address: 101 Commerce St. Oshkosh, WI 54901
Signature:	Signature: John P. Lord
By: Tim Isenberg	By: John P. Lord
Position: Board President	Position: VP Commercial Operations
Date Signed:	Effective Date: 12/18/15

Exhibit A

a)

b)

c)

d)

e)

f)

g) Linn-Mar Community School District

h) Linn-Mar Lions

Exhibit B

Commercial

Royalty Rate: 8%

Licensed Markets: Everything not prohibited by the Code of Conduct

Customers: Everyone

Term: 1 year

Reporting Period: Quarterly

Exhibit C

CODE OF CONDUCT
COMMERCIAL

Prohibited Items. License shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks: i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol or illegal drugs.

Supplier Performance. Licensee is expected to provide the highest level of ethics and service in all business facets which include categories such as products and services, delivery, administration, and customer service. Licensee shall not engage in unscrupulous business practices and misrepresentations of any type. Licensee and its representatives shall be courteous, considerate, prompt, and businesslike with those whom they deal including employers, employees, suppliers, and the general public. Licensees may be subject to formal evaluations.

Gifts. Licensor's officials and employees cannot accept anything of value from a Licensee, such as personal gifts or gratuities, which may be construed to have been given to influence the official or employee.

Compensation. Licensee shall ensure that its employees and the employees of all its subcontractors, shall earn at least the minimum wage as required by the law of the location of manufacture.

Working Conditions. Licensee shall provide a safe and healthy working environment, and have a safety program that proactively identifies and eliminates workplace hazards. Employees shall not be required to work more than the limits on the regular hours allowed by the law of the location of manufacture.

Worker Rights. Employees of Licensee and sub-contractors shall have the right to speak up about working conditions without fear of retaliation. No employee may be subjected to physical, sexual or verbal harassment. No employee may be discriminated against in employment in any way on the basis of race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, covered military veteran, disability, genetic information, familial status, physical attribute, political belief/party preference, or socio-economic status.

Legal Compliance. Licensee shall comply with all the laws and regulations governing the workplace and Licensees conduct of its business affairs. Where there are differences or conflicts with this Code of Conduct and the applicable laws, the higher standard will prevail.

LICENSE AGREEMENT
NON-COMMERCIAL

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2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.

2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate times Net Sales.

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7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date first set forth above.

Licensor	**Licensee** Non-Commercial
Linn-Mar Community School District	Entity/Team Name: Linn Mar Rec 12U Baseball
Address: 2999 N 10th Street Marion IA 52302	Address: 2115 Rosewood Ridge DR Marion, IA 52302
Signature:	Signature:
By: Tim Isenberg	By: TROY PAGE
Position: Board President	Position: Asst. Coach
Date Signed:	Effective Date: 1/1/16

Exhibit A

a)

b)

c)

d)

e)

f)

g) Linn-Mar Community School District

h) Linn-Mar Lions

Exhibit B

Non-commercial

Royalty Rate: 0%

Licensed Markets: 1) Nothing prohibited by the Code of Conduct; 2) Licensor approved clothing for members of the group such as uniforms or event T-shirts; and 3) Licensor approved promotional materials for the group

Customers: Members of the group

Term: 5 years

Reporting Period: Annually

CODE OF CONDUCT
NON-COMMERCIAL

Prohibited Items. License shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks: i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol or illegal drugs.

Expected Behavior. License agrees to abide by, and have their members, parents of members, coaches, and supporters abide by the following standards of behavior:

The use of profane or abusive language is not acceptable. Extreme verbal outbursts show a lack of self-control and immaturity; these reflect negatively on the Licensor, Licensee and the individual and should be avoided.

There is an expectation that all individuals representing the Licensor be courteous, mature, cooperative and respectful at all times. Individuals should conduct themselves with the knowledge that they, alone, are responsible for their own actions.

In all situations, competitors are expected to perform to the best of their ability, within the context of specific rules of their competition. Sportsmanship and fair play to teammates, opponents, and officials, should be in the forefront of a competitor's basic philosophy and attitude.

Students should present a neat appearance at all functions with adults using discretion regarding their appearance.

Realizing that academics are the priority of the high school years, students are expected to maintain acceptable standards of academic achievement. It is understood by all that academic responsibilities include attendance, punctuality, cooperation, general good behavior, respect for teachers and fellow students, and a genuine effort on all homework assignments, tests, projects and examinations.

HS Chamber Singers to Wartburg College

Received 1/7/16

Code 603.3-R2

Exhibit 1005.1

ADMINISTRATIVE REGULATIONS REGARDING FIELD TRIPS AND EXCURSIONS

A written request for overnight trips must be submitted to the building principal not less than three (3) weeks prior to the proposed trip and prior to any travel arrangements being finalized. The request will include: objectives and purposes of the trip; the need, rationale, and justification for an overnight trip; detailed plans for student supervision on the trip; and a complete itinerary and budget of the trip. The school district will be responsible for obtaining a substitute teacher if one is needed. Following field trips and excursions, the teacher shall submit a written summary of the event.

Overnight trips involving high school students will require the prior approval of a high school administrator and the superintendent or designee.

Overnight trips for the middle and elementary school students will require the prior approval of the Board of Directors.

In authorizing field trips, the principal shall consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity and other factors deemed relevant by the superintendent, including the participation of the membership of the regular activity group. Students who have graduated may not participate in school sponsored field trips unless the event is sanctioned by the state athletic associations.

Field Trips Criteria:
The following checklist and application must be submitted for overnight trips along with the required documentation

Criteria		Description	Yes	No
Purpose	Required	The purpose of the field trip/work site visit is clearly defined and *"... is a vital part of the curriculum or current activity."* Reference: Board Policy 603.3	✓	
Pre-Planning	Required	There is evidence of pre-planning that will maximize the learning experiences of students on this field trip/work site visit. This should include a prior visit by the teachers in charge. This could include evidence that a conscious decision has been made as to whether this field trip/work site visit or excursion is an initial common experience or a culminating experience.	✓	
Follow-up	Required	There is evidence of planning for follow-up in order to maximize the learning experiences of students on this field trip/work site visit or excursion.	✓	
Assessment	Required	There is evidence that students will be required to demonstrate their understanding of the learning/s expected from this experience.	✓	
Funding	Required	A source of funding has been determined that meets Department of Education and District guidelines Reference: Board Policy 603.3	✓	
Common Experience	Recommended	This field trip/work site visit is a common experience that all students at this grade level or activity group should have.	✓	
Multi-disciplinary	Recommended	This field trip/work site visit, excursion addresses more than one curricular area and offers the opportunity for curriculum integration.	?	
School Administrator Approval		Kim Bruett	Date 1-6-16	
District Administrator Approval		Rick A. Stonecipher	Date 1-7-16	
Board Approval			Date	

- Students who are eligible for a fee waiver will be covered through the use of contingency or discretionary funds as appropriate.

Adopted 2/1/99 Reviewed 9/08; 7/11; 9/12; 9/13 Revised 10/08; 1/11/10

Chamber Singers performance at Meistersinger Choral Festival in Waverly, 1/30/16-2/1/16

Purpose: To perform as the featured choir at the choral festival, as well as broaden the musical experience for Chamber Singer students.

Pre-planning: Music will be rehearsed, critiqued and perfected in advance.

Follow-up: Performance will be discussed & critiqued upon return.

Assessment: Students will provide and be provided feedback prior to, during & after the performance.

Funding: Wartburg College will be housing & providing meals for the students.

Common experience: Open to all students in Chamber Singers ensemble.