



Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: <i>All action on teaching and learning will focus on empowering achievement at the highest level for each student.</i>	Learning Environments: <i>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</i>	Staff Development: <i>All staff will learn, perform and lead in such a manner as to inspire learning for students.</i>	Community Engagement: <i>The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</i>	Resources: <i>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.</i>

Linn-Mar Community School District Board of Education Work Session Minutes - October 10, 2016 @ 5:00 PM

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, AbouAssaly, Gadelha, Nelson, and Weaver. Absent: Patterson and Hutcheson. Administration present: Shepherd Morrison, Anderson, Bisgard, Breitfelder, and Christian. Absent: Ramos.

200: Adoption of Agenda *Motion 74-10-10*

Motion by Gadelha for the Board to approve the work session agenda as presented; second by AbouAssaly. Voice vote; motion approved.

300: Work Session

Exhibits 300.1-2

During the work session the Board and administrators discussed the various avenues used to gather input regarding the topics of strategic planning, the potential restructuring of the district, and feedback received.

- The Board shared their thoughts about the proposed restructuring plan which would consist of middle school being grades 5-7, the creation of an 8-9 center, and having high school consist of grades 10-12. Isenberg, AbouAssaly, Gadelha, Nelson, and Weaver shared they are supportive of the proposal. *An official vote will be held during the October 24th meeting.*
- The Board reported that the majority of feedback received on the proposed restructuring plan has been in support of the plan as it results in all buildings benefiting from the changes in some way instead of just one or two buildings. They also shared that the main concerns heard were regarding building a second high school so there would be more opportunities for students in sports and co/extra-curricular activities and the dynamics of having 9th graders separate from the high school and how that would relate to curriculum and social activities such as prom, homecoming, etc.
- Administration reported that they have been meeting with building staff to gather additional feedback and suggestions on the restructuring plan. The majority of staff are supportive of the restructuring plan and feel the grade-level restructuring is a natural fit for the students. They have questions, but are excited about the new possibilities the restructuring would open up for the students, buildings, and curriculum.
- Matthew May, Communications/Media Coordinator, gave a brief overview of the Thoughtexchange survey results and clarified that a deeper look at the data is needed as the results were just recently received from Thoughtexchange. The questions included in the survey consisted of what thoughts and/or questions do you have about the restructuring proposal? The student survey consisted of 167 participants who contributed 325 thoughts and assigned 1,912 stars. Adult participants, staff, parents, and community, consisted of 1,532 participants who contributed 2,342 thoughts and

assigned 70,253 stars. A deeper look at the data will help administration further understand the priorities, suggestions, and concerns of the restructuring plan.

- Matthew May also provided a first-look at the district's Strategic Plan document. The Strategic Plan will be a guide for staying on track with district goals and will be updated every other year. The finalized document will be presented to the Board for approval and, once approved, will be communicated throughout the district and community.
- A brief look at the updated Board Book, formerly known as the Administration Report, was shared. It was clarified by Matthew May that the new Board Book will align with the goals and initiatives of the Strategic Plan and report on the district's progress; as it is collectively written by district administration.

400: Adjournment Motion 75-10-10

Motion by AbouAssaly for the Board to adjourn the work session at 6:20 PM; second by Nelson. Voice vote; motion approved.

Tim Isenberg, Board President

Angie Morrison, Board Secretary

*Minutes submitted by:
Gayla Burgess, Admin Asst to the Superintendent
10/10/16*

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: <i>All action on teaching and learning will focus on empowering achievement at the highest level for each student.</i>	Learning Environments: <i>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</i>	Staff Development: <i>All staff will learn, perform and lead in such a manner as to inspire learning for students.</i>	Community Engagement: <i>The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</i>	Resources: <i>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.</i>

**Linn-Mar Community School District Board Meeting
Regular Session Minutes
October 10, 2016 @ 7:00 PM**

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 Vice President George AbouAssaly, Roll was taken and it was determined a quorum was present. Board members present: AbouAssaly, Gadelha, Nelson, and Weaver. Absent: Isenberg, Patterson, and Hutcheson. Administration present: Shepherd, Morrison, Anderson, Bisgard, Breitfelder, and Christian. Absent: Ramos.

200: Adoption of the Agenda *Motion 76-10-10*

Motion by Nelson for the Board to adopt the regular session agenda as presented; second by Weaver. Voice vote; motion approved.

300: Recognitions/Proclamations

The Board recognized Coach Chad Derlein and participants of the Linn-Mar Girls' Swim Team for the sportsmanship and compassion they shared during their September 27th swim meet. The girls and coaches entered the platform wearing orange ribbons and presented an orange bouquet of flowers, *orange represents leukemia awareness*, to one of the Washington swimmers who is battling leukemia. Go Lions!

400: Audience Communications

500: Resolutions/Opening of Bids/Public Hearings

501: Public Hearing on Westfield Parking Lot Project

Refer to Exhibit 701.1

A public hearing was held regarding the design and specifications of the Westfield Elementary parking lot project and establishing November 2, 2016, at 1:00 PM as the bid date and time. No comments were received.

600: Informational Reports

601: Marion City Council

Nelson reported that during the October 6th Marion City Council meeting the only item discussed relative to the district was the housing development plotted west of Alburnett Road and north of Robins Road.

602: Board Visit

Board members reported that during their October 7th visit to Excelsior Middle School they were excited and greatly impressed by their PBIS program and the enthusiasm and dedication of the staff to PBIS.

603: Administration Report*Exhibit 603.1*

Superintendent Shepherd highlighted the information in the Administration Report that corresponded to restructuring and strategic planning.

700: Unfinished Business**701: Approval of Westfield Elementary Parking Lot Design/Specs/Bid Date *Motion 77-10-10***

Motion by Gadelha for the Board to approve the design and specifications for the Westfield Elementary parking lot project and establish November 2, 2016, at 1:00 PM as the bid date and time; second by Nelson. Voice vote; motion approved.

*Exhibit 701.1***800: New Business****801: Open Enrollment Request *Motion 78-10-10***

Motion by Nelson for the Board to approve the open enrollment request as presented; second by Weaver. Voice vote; motion approved.

Approved In

	Name	Grade	Resident District	Reason
1	Theobald, Rheanna	10 th	Mt Vernon CSD	Good Cause

900: Consent Agenda**901: Personnel*****Classified Staff: Assignment/Reassignment/Transfer***

Name	Assignment	Dept Action	Salary Placement
Albert, Jenna	HS: Student Support Associate	10/10/16	LMSEAA II, Step 6
Burnham, Adam	HS: Student Support Associate	9/27/16	LMSEAA II, Step 10
Noltensmeier, Kelly	HS: General Help from 4.25 to 5 hrs/day	10/3/16	Same
Simon, Renee	AC: Academic Aquatic Instructor	9/26/16	\$15.00/hour
Williams, Jan	OR: ASSIST Program Associate	9/26/16	LMSEAA II, Step 6

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Cain, Marcus	Four Oaks: Student Support Associate	10/5/16	Termination
Hunt, Margaret	HS: Student Support Associate	9/23/16	Personal
Lanham, Jessica	District: ELL Paraprofessional	9/26/16	Termination
Paulsen, Marissa	LG: Student Support Associate	9/26/16	Personal

Extra-Curricular: Resignation

Name	Assignment	Dept Action	Salary Placement
Hoefle, Bill	HS: Head Varsity Boys' Golf Coach	9/26/16	Personal
Hoefle, Bill	HS: Head Varsity Girls' Golf Coach	9/26/16	Personal

902: Approval of Minutes from September 26th*Exhibit 902.1***903: Approval of Bills***Exhibit 903.1***904: Approval of Contracts***Exhibits 904.1-4*

1. Commercial licensing agreements with Michael Hatcher (Owner of MH Advertising), Chris Abraham (Owner of IMS Branded Solutions), Josh Whitlow (Manager of Marketing with Level 10 Apparel), Customer Service Rep with 4imprint, Inc., Jill Krapel (Accounting Manager with Branded Apparel), Chip Novetzke (Owner of Interstate Decal), Kyle Simon

(Licensing Director with KollegeTown), Barry Cory (Co-Owner of Decker Sports), and Byron Wilson (Owner of Your Shirt My Design).

2. Interagency agreements for Special Education instructional programming with Cedar Rapids CSD (2), Central City CSD (1), and Eddyville-Blakesburg-Fremont CSD (1).
3. Change order with Garling Construction for labor and materials associated with the High School kitchen renovation and Oak Ridge cafeteria expansion resulting in a deduction/credit of \$344.00.
4. Extended service agreement with Daktronics for servicing/parts for the Aquatic Center scoreboard for the amount of \$1,980.00.

905: Fieldtrip Request

Exhibits 905.1-2

1. ~~Fieldtrip request for the Future Business Leaders of America (FBLA) to attend the National Fall Leadership Conference in Milwaukee, Wisconsin on November 4-6, 2016.~~
2. Fieldtrip request for the High School Student Council to attend the State Leadership Conference in Des Moines, Iowa on October 30-31, 2016.

906: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and Board Policy 902.6, the district will list for sale obsolete equipment/furnishings on the [Linn-Mar website>Quick Links>GovDeals](#). Items currently for sale: F550 truck (1), floor scrubber (1), toolbox for truck (1), roof top units (2), lift (1), desks (50), and filing cabinets (15).

907: Items Removed from the Consent Agenda for Separate Action

908: Approval of the Consent Agenda **Motion 79-10-10**

Motion by Gadelha for the Board to approve the consent agenda with the removal of item 905.1 due to a lack of student interest; second by Nelson. Voice vote; motion approved.

1000: Communications, Announcements, and Transmittals

1001: Board Communications

- Nelson thanked the Girls' Swim Team/Coaches for setting such a great example of sportsmanship and compassion. Nelson also congratulated Indian Creek Elementary for being named a 2016 Blue Ribbon School.
- Weaver thanked the Marching Band for setting such a great example by awarding Jefferson High School a special recognition for pulling out of the recent Marching Band competition so they could provide flood aid. Weaver also congratulated the Boys' Golf Team for placing 3rd in the Class 4A State Golf Tournament.
- Gadelha echoed Nelson's congratulations of Indian Creek Elementary and thanked the newest board members for jumping in and providing great support and insights into the discussions on restructuring and strategic planning.
- AbouAssaly shared that he is proud to be a part of the discussions occurring throughout the district on restructuring and strategic planning; as the focus continues to be on student needs.

1002: Calendar

Date	Time	Event	Location
October 20th	7:30 AM	Finance Committee Cancelled	Superintendent's Conference Room
October 20 th	4:00 PM	Health & Human Development	Boardroom
October 20 th	5:30 PM	Marion City Council (Weaver)	City Hall
October 24 th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	High School Pride Rock Commons
October 26 th	7:00 AM	Board Visit	Novak Elementary

Date	Time	Event	Location
October 27 th	9:00 AM	Innovation Center Advisory Board	Hupp Electric Motors (500 57 th St)
October 28 th	7:30 AM	Board Visit	Echo Hill Elementary
Date	Time	Event	Location
November 2 nd	4:00 PM	Equity Advisory	LRC Room 5
November 3 rd	5:30 PM	Marion City Council (Weaver)	City Hall
November 4 th	7:00 AM	Board Visit	Aquatic Center
November 7 th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	Boardroom
November 9 th	4:00 PM	School Improvement Advisory (SIAC)	LRC Room 5
November 10 th	7:30 AM	Finance Committee	Superintendent's Conference Room
November 10 th	5:30 PM	All-Metro Board Meeting	Hotel at Kirkwood
November 12 th	8:30 AM	Coffee Conversation (AbouAssaly)	Wilkins Elementary
November 15 th	9:00 AM	Policy Committee	Superintendent's Conference Room
November 16 th	4:30 PM	Special Education Advisory	Boardroom
November 16-17	All Day	IASB Convention	Des Moines
November 16 th	5:00 PM	UEN Banquet	Des Moines Marriott
November 17 th	3:00 PM	Board Presents @ IASB Convention	Des Moines
November 17 th	5:30 PM	Marion City Council	City Hall
November 18 th	7:30 AM	Board Visit	High School
November 21 st	5:00 PM 7:00 PM	Board Work Session Board Regular Session	Boardroom
November 30 th	7:30 AM	Board Visit	O&M/Transportation Building

1003: Committees/Advisories

Committees/Advisories	Board/Administrative Participants
Finance/Audit Committee	Anderson, Shepherd, Morrison, Abouassaly, Hutcheson, Weaver
Policy Committee	Shepherd, Morrison, Gadelha, Nelson, Patterson
Technology Committee	Ramos, Isenberg
Career & Technical Education	Bisgard, Nelson
Equity Advisory	Bisgard, Christian, Ramos, Patterson
School Improvement Advisory	Bisgard, Gadelha
Health & Human Development	Breitfelder, AbouAssaly
Special Education Advisory	Breitfelder, Nelson

1100: Adjournment Motion 80-10-10

Motion by Gadelha for the Board to adjourn the regular session at 7:25 PM; second by Nelson.
Voice vote; motion approved.

George AbouAssaly, Board Vice President

Angie Morrison, Board Secretary

*Minutes submitted by:
Gayla Burgess, Admin Asst to the Superintendent
10/10/16*



Strategic Plan

2016-2026



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

Table of Contents

About Linn-Mar CSD.....	3	Board Goal 1	11-12
District Leadership.....	4	Board Goal 2	13-14
Superintendent Letter.....	6	Board Goal 3	15-18
About The Strategic Plan	7	Board Goal 4	19-20
Linn-Mar's Mission.....	7	Board Goal 5	21
Strategic Plan Framework.....	8	Board Goal 6	22-23
Community Feedback	9	Key Dates & Milestones.....	24
Strategic Plan Board Goals.....	10	Revenues, Taxes and Expenditures	25
		Acknowledgments	26



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

About Linn-Mar Community School District

The Linn-Mar Community School District was formed in 1948 when 17 one-room rural schools joined together to build the Marion Rural Independent Grade School. The Linn-Mar CSD now serves more than 7,200 students in 10 buildings.

Through the years, Linn-Mar patrons have demonstrated pride in their schools by supporting financial, curricular and extra-curricular projects and activities.

In 1997, district patrons passed a \$25 million bond levy for the construction of a new elementary building (Westfield Elementary) and extensive expansion and/or renovation projects in virtually all of the other buildings in the district, including a new auditorium and a new gymnasium for the High School. Construction and renovation of district buildings include: High School (1959); Indian Creek Elementary (1961); junior high school (1963); Wilkins Elementary (1966); Bowman Woods Elementary (1968); Educational Services Center and Buildings and Grounds, additions to the junior/senior high (1975); additions to the junior/senior high (1980); new media centers and remodeling at Indian Creek and Bowman Woods Elementary, 14-room addition to junior/senior high, Linn-Mar Intermediate School (1995); Westfield Elementary, new gymnasiums and classroom additions to Wilkins and Indian Creek Elementary and a two-story addition to the Intermediate School to change to a middle school (August, 1999); new gymnasium at the High School (November, 1999); new High School auditorium (March, 2000); Oak Ridge School (August, 2003).

In 1999, the district changed from a K-4, 5-6, 7-8, 9-12 grade configuration to a K-5 elementary level, 6-8 middle school, and 9-12 high school.

In March, 2001, district residents passed a \$12 million bond issue to construct a K-8 building, Oak Ridge, on the west side of the district. This was a new concept for the district and a solution to overflow in those grade levels. When a new elementary school was needed, Oak Ridge would become the district's second middle school. The K-8 Oak Ridge School that opened in August of 2003, is now Oak Ridge Middle School, grades 6-8.

Having received voter approval of over 75% in January 2006, the district constructed two new elementary schools and made renovations to the High School and Novak Elementary. Linn Grove Elementary, at 2301 50th Street, opened in the Fall of 2007. Echo Hill Elementary opened the following year north of Oak Ridge Middle School. The January 2006 bond referendum was for \$27.5 million.

Voters in Linn County approved a 10-year School Infrastructure Local Option (SILO) Sales Tax on February 13, 2007. SILO

tax revenues were distributed across all school districts in Linn County for the first five years of the tax. In 2008, the Iowa Legislature passed SAVE legislation which extended the penny sales tax for schools to 2029 and created an average per student allocation for school districts across the state. The increase in the sales and use tax from 5% to 6% was intended to replace the 1% SILO tax that had been in effect. The average per student allocation in FY 2011 was \$800.20.

To date, SILO revenue has allowed the district to build the new Novak Elementary school (Completed June 2010), air condition five schools (Westfield and Novak completed Fall 2009) (Bowman Woods, Indian Creek and Wilkins completed Fall 2010), construct a 6,000 seat multipurpose stadium, install additional high school parking (Completed Spring 2011), purchase property to relocate Transportation and Operations & Maintenance (Completed Fall 2010), relocate the baseball and softball fields to the Oak Ridge property, and build an indoor aquatics center. The Board is forward focused, anticipating growth, and has purchased nearly 100 acres in anticipation of a new school building sometime in the next decade.

In February 2011, Linn-Mar voters approved to extend the Physical Plant & Equipment Levy to June 30, 2015. PPEL is the main revenue source for maintenance of infrastructure investments that allows local schools to support infrastructure and equipment needs. Roofs, windows, heating and cooling equipment, flooring, plumbing and parking lot upgrades and repairs are funded through this levy. The District is committed to energy efficient buildings and is continually evaluating efficiencies.

The new Linn-Mar Stadium opened in 2011 and was followed by the opening of the Aquatic Center in 2012.

In 2015 the district began a series of major renovations and improvements at Linn-Mar High School that are scheduled to be completed in 2017.



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Linn-Mar CSD Board of Education



Tim Isenberg
President



George AbouAssaly
Vice President



Rene Gadelha
Board Member



Todd Hutcheson
Board Member



Sondra Nelson
Board Member



Tina Patterson
Board Member



Clark Weaver
Board Member



Angie Morrison
Secretary



J.T. Anderson
Treasurer



Dr. Quintin Shepherd
Superintendent

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Superintendent's Letter

Partners in Education,

The Linn-Mar Community School District Strategic Plan is the culmination of over a year's work. It started with Listening & Learning sessions when I became superintendent in the 2015-2016 school year. From these sessions, we identified three key themes of community interest and focus. These themes led to a digital survey where we received over 162,000 points of feedback. Using this feedback, we narrowed the focus of our direction, plan and initiatives. As you read through this document you will see our commitments to our learners, teachers, parents and community.



Dr. Quintin Shepherd
Superintendent

“The great strength of this plan will occur in the schools and classrooms.”

This 10-year plan gives us both direction and focus. I can assure you our plan is a dynamic and organic document - meaning it will change and adapt as our District confronts a changing educational landscape. The broad strokes of the plan will not change, but the discrete initiatives will likely evolve over time as we revisit the plan on an annual basis. Twice per month, we remain committed as an Administrative team to marking our progress toward each of these initiatives through our Board Administration Report, which can be found online. You can keep track of our progress by reading our Administration Reports as you are able.

The great strength of this plan lies not in the details found within, nor in all of the work that has been done to this point. The great strength of this plan will occur in the schools and classrooms and in the daily interactions between our staff and students moving forward. We recognize our success as a District is largely because of our great staff, our dedicated students and our supportive parents and community. It will take all of us to see this plan through to fruition and I am excited about our collective future!

As Proud Superintendent of Linn-Mar Community School District,

Quintin Shepherd, Ph.D.

About The Linn-Mar Strategic Plan

As a public school district, the Linn-Mar Community School District is responsible to the community, students, parents, community members and taxpayers. A strategic plan assists in guiding the direction of the school district and helps to focus its priorities on achieving its mission. Components of the strategic plan include:

Mission:

Our fundamental purpose as an organization

Strategy:

Our organizational goals and work we do toward achieving our performance measurements and key indicators of our success.

Linn-Mar's Mission

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

Linn-Mar's 2016-2026 Strategic Plan is the result of months of comprehensive work by the community and educators, school district administration and the board of education.

Discussions on developing a new Linn-Mar Community School District Strategic Plan for 2016-2026 began July 1, 2015 with the Strategic Plan implemented in 2016.

The strategic plan itself is a working draft that is designed to evolve based on community feedback and input. This is meant to be an ongoing process that develops over time as the focus, decisions and actions of the school district and community change.

"Moving forward, we're talking about being a leading-edge institution."

School Board VP George AbouAssaly



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Strategic Plan Framework

Where are we now? Where are we going? How will we get there?

As outlined in the 2016 State of the District address by Superintendent Shepherd, there were three big areas that needed to be the focal point of various conversations in order to successfully develop a 10-year strategic plan.

During Superintendent Shepherd's 100-day learning and listening tour (parent advisory meetings, coffee conversations and PTO meetings), three main talking points continued to come to the forefront of the conversations.

The school district was committed to teaming up with the community – both internal and external stakeholders. By doing so, it enabled us to set our compass and direction to move forward. The school district then reached out to the community in a broad and deep way to get feedback on those specific conversational points and set an actual plan to move forward.

The areas of focus being:

Pathways (Student Learning)

The school district needs to focus on building learning pathways for the students (mentorships, internships, etc.) with universal themes across these pathways. There would need to be roadmaps and gateways to measure where students are and how they are doing in addition to bridges to crossover to other pathways if their interests or goals change.

Facility Planning

There would need to be facilities planning discussion on building enrollment, addressing space needs, preschool/early childhood, high school renovation, and potential restructuring.

Technology

We need to expand our discussion beyond just a device that is held in our student's hands. We must consider technology as a teacher's instructional tool and how we can better utilize technology in the classroom. This discussion must transcend the classroom so that we think not only on how students are using technology to learn today, but put forethought into how students are using technology as a learning tool for the future.



"There were three big areas that needed to be the focal point of our conversations."

Superintendent Quintin Shepherd



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Strategic Plan Community Feedback



The first School Board strategic planning session took place on February 15, 2016 consisting of a team of more than 35 stakeholders. The purpose of this meeting was to help set a proper course of direction for the full, community engagement portion of the strategic planning process.

The three themes were put into an online survey and four open-ended questions were presented to the Linn-Mar community in the spring of 2016. These questions allowed the School District to set a compass to get clarification on what was most important to the community.

The four questions resulted in 162,000 interactions. The data (responses) was turned into information that enabled the School District to frame the feedback and put a closer lens to the data that was provided. An advisory team with a broad representation of teachers, teacher leaders and staff analyzed the data and six specific goals that the School District would focus on.

“I don’t want to do what we’ve always done just because we’ve always done it that way. I want the School District to try new things and try innovative programs. I want us to be a leader in the area and state.”

School Board President Tim Isenberg

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Strategic Plan Board Goals

THEMES	BOARD GOALS		DESCRIPTION
PATHWAYS	Board Goal 1	Inspire Learning - Articulate	Implement a pathway and framework for PK-14 programming to ensure all students graduate future-ready.
	Board Goal 2	Inspire Learning - Support	Create an effective and agile organization that is individually responsive to the needs of the whole child.
	Board Goal 3	Unlock Potential - Challenge	Become an excellent learning organization through a culture of continuous improvement.
TECHNOLOGY	Board Goal 4	Unlock Potential - Success	Maximize student achievement by increasing digital literacy utilizing 21 st century digital tools.
	Board Goal 5	Empower Achievement – Involve	Enhance engagement opportunities through focused strategic partnerships.
FACILITY	Board Goal 6	Empower Achievement - Build	Construct physical learning environments using fiscally responsible and sustainable practices.

In May 2016, results from the Thoughtexchange Survey were presented to the School Board. The work session included conversation and proposed strategic goal language and definitions, in addition to how information from the Thoughtexchange Survey would be made available to the community. The Board Goals above are based on the School District's Mission – Inspire Learning. Unlock Potential. Empower Achievement. and are consistent with the three themes identified by the School Board: **Pathways, Technology, Facilities.**

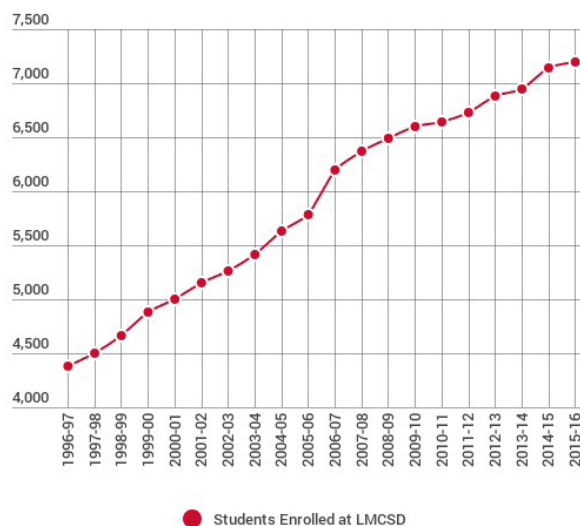
These six goals are the foundation of Linn-Mar's 2016-26 Strategic Plan. Essentially, this narrative will not change. These six goals are meant to be bold and broad and take the School District on a path of continuous improvement.

After establishing the foundation for the School District's Board Goals, several Strategic Plan Writing sessions were held to outline each goal's Strategic Initiatives and Measures of Success for Year One, Year Two, and Year Three and beyond. These SMART goals, initiatives and measurements on the following pages may be rewritten/updated as the Strategic Plan is meant to be an organic document. The Board Goals have been added to the School Districts Administrative Reports to allow for measuring.

For the sake of convenience, this document outlines year one and year two. This document and the goals in this document will be updated every-other year.

"As we're growing and looking at the challenges of educating students moving forward, I'd like us to ensure we're also growing in what we are capable of teaching."
School Board Member Tina Patterson

Certified Enrollment



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Board Goal 1 Inspire Learning - Articulate

Implement a pathway and framework for PK-14 programming to ensure all students graduate future ready.

Strategic Initiatives

- Develop a framework for students to experience and successfully pursue post-secondary career offerings.
- Review policies to ensure the district's theory of action for teaching and learning is articulated.
- Curricular Alignment to essential knowledge and skills supported by a coherent and aligned assessment system.

Measures of Success

- Begin baseline tracking and reporting of % college acceptance rates (2017-18) and graduation rates (2011-2017) in order to establish reliable benchmark targets and enhance program offerings. {Improve college acceptance and college graduation rates (post-secondary student success metrics)}
- By summer 2017: Administration will work with Policy Committee to review, edit, and recommend policy changes, if necessary (Instructional Consistency).
- K-4: In 2017-18, in the area of literacy (reading, foundational, literature, and informational text and writing) we will document unwrapped standards, student "I can" statements, and identification of priority standards (on report card). Once priority standards are determined, we will begin to work on developing assessments and rubrics that ensure priority standards are being learned by students.
- Grades 5-7: In 2017-18, common assessments will be created for each unit of study in all subject areas. The creation of a middle level report card based on standards will be developed. Common assessments and the middle level report card will be used for reporting purposes in the 2017-18 school year.
- Grades 10-12: By the fall of 2017, identification of priority standards will be documented (via PowerSchool) to ensure priority standards are being learned by students.
- HS: By 2017-18 the Linn-Mar High School Program of Studies will be updated to include Innovation Center and Iowa BIG. This allows for a more aligned curriculum for core courses, AP coursework and Kirkwood offerings.
- Special Education Programming: By the end of 2017-18, using Iowa's Specially Designed Instruction Framework, a core special education group will analyze the recommended key components and critical features to operationally define specially designed instruction in our district.

Year 1



"We need to look at all of our students and find opportunities for all of them. To me, that's the big thing. That's our role - our role as a board to students is to Inspire Learning. Unlock Potential. Empower Achievement. We must do this for all of our students."

School Board Member Todd Hutcheson

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Board Goal 1 Inspire Learning - Articulate

Implement a pathway and framework for PK-14 programming to ensure all students graduate future ready.

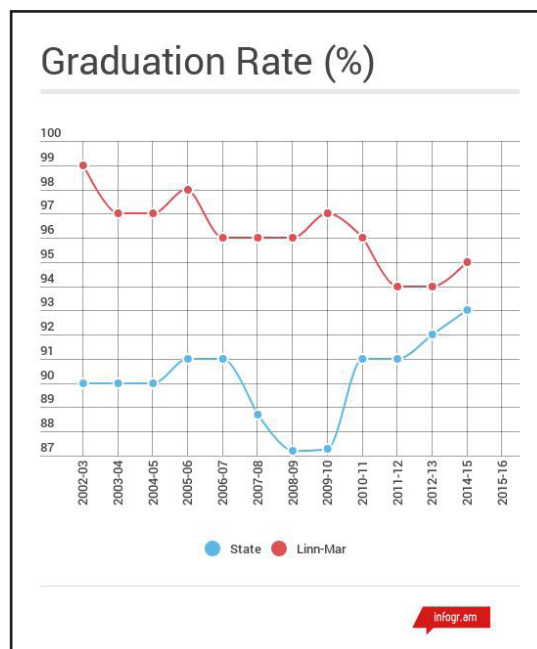
Strategic Initiatives

- Develop a framework for students to experience and successfully pursue post-secondary career offerings.
- Create and deploy an implementation plan for the Applied STEM Center in alignment with Iowa BIG.
- Curricular alignment to essential knowledge and skills supported by a coherent and aligned assessment system.

Measures of Success

- By spring 2018, institute a district-wide framework mapping “exposure”, “experience”, and “pursuit” opportunities for students in career cluster areas.
- Begin collecting long-term career success data (happiness, preparation, skills, knowledge, etc.) in spring 2018 for benchmarking purposes.
- By 2018-19, program is functionally running (lagging metric). Continue to add courses/strands in future years.
- Grades 8-9: Documentation of unwrapped standards, student “I can” statements, identification of priority standards (on report card), develop assessments and rubrics that ensure priority standards are being learned by students.
- Special Education Programming: By the end of 2017-18, a self-assessment using Iowa’s Specially Designed Instruction Framework will be completed to determine areas of growth on evidence based teaching practices.
- By utilizing online and in-person opportunities in spring 2018, we will incorporate deeper input into curricular design for the 2018-19 course offerings handbook.

Year 2



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Board Goal 2 Inspire Learning - Support

Create an effective and agile organization that is individually responsible to the needs of the whole child.

Strategic Initiatives

- Individualized and data-driven instruction.
- Each student enters school healthy and learns about and practices a healthy lifestyle.
- Each student learns in a physically and emotionally safe environment.

Measures of Success

- During the 2017-18 school year, all schools will plan for individualized academic interventions (priority standards/content) for all students regardless of need based on an understanding of child development and learning theories within PLCs 100% of the time as measured by team notes. PLCs will develop and implement differentiated classroom instructional opportunities (in specified areas per grade level) for all students. Measure: The use of common formative assessments to differentiate instruction.
- Explore opportunities to better communicate pathway opportunities for students through better articulation during instruction.
- Develop a Health Curriculum Committee to review health education guidelines and determine district needs. Final recommendations will be made by June of 2017.
- Work with Community Relations on a communications plan to engage parents prior to students entering school regarding wellness and well-being of children to be completed in spring 2017.
- Staff, students, and family members establish and maintain school and classroom behavioral expectations, rules, and routines that teach students how to manage their behavior and help students improve problem behavior.
- Schools teach, model, and provide opportunities to practice social-emotional skills, including effective listening, conflict resolution, problem solving, personal reflection and responsibility, and ethical decision making.
- Mental Health Needs: In 2017-18, continue partnerships and continue to explore additional family/staff education opportunities as they arise.
- Throughout the 2017-18 school year, Board of Education members will serve as PBIS "School Champions" and report school successes as part of regular board meetings in order to facilitate district-wide communication and support of the program.
- In 2017-18, schools will report goals, benchmarks and outcome data regularly through the Administrative Report to the Board and community.
- As a district focus on making connections with kids. Progress will be tracked via Gallup Poll and Olweus.
- ALICE Trainings: begin classroom lessons, communication on training w/ staff, families, and community, active trainings to begin spring or early fall.

Year 1



"We've got to accommodate all of our students to give them the best opportunity that when they walk across that graduation stage, they have an idea on where they want to go."

School Board Member Clark Weaver

PathwaysFacilitiesTechnology

Board Goal 2 Inspire Learning - Support

Create an effective and agile organization that is individually responsible to the needs of the whole child.

Strategic Initiatives

- Each student is actively engaged and connected to the broader community.

- Individualized and data-driven instruction.

- As a Blue Zone community, students enter school healthy and learn about practicing a healthy lifestyle.

Measures of Success

- Create and implement a centrally located family resource center to promote involvement and engagement. A place where L-M can help families, families can help L-M and families can help other families.
- Explore other opportunities for students to connect to the broader community.
- 100% of K-5 students will be provided individualized, academic interventions in reading or math four out of five days as measured by FAST and NWEA for reading and everyday unit assessments, daily RSAs, and NWEA for math.
- 100 % of middle school students will be provided academic interventions for all academic areas where priority standards are not being met. Interventions will be provided, at minimum, one day a week for areas of non-proficiency by student. Progress will be reviewed weekly.
- 100% of High School students not at a proficient level (on priority standards/content) in any course on a weekly basis will be provided specific interventions at least one time during the next week.
- Screen curriculums for possible adoption of K-12 Health curriculum.

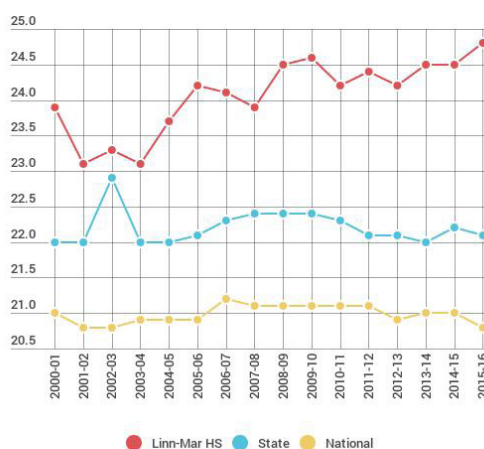
Year 2



"There is a true culture of continuous improvement every step of the way. We want to improve and we recognize improvement is a journey, it's a path not a destination."

Superintendent Quintin Shepherd

ACT Scores



PathwaysFacilitiesTechnology

Board Goal 3 Unlock Potential - Challenge

Become an excellent learning organization through a culture of continuous improvement.

Strategic Initiatives

- Promote understanding of total compensation at Linn-Mar and recognize compensation as a competitive tool to drive organizational results.
- Provide ongoing professional development for teaching staff that supports core instruction, interventions and curriculum implementation.
- Effective and efficient use of data.
- Curriculum, instruction and assessment demonstrate high expectations for all students.

Measures of Success

- Conduct a thorough job analysis for each certified and classified position over the 2017-18 school year.
- Create and implement a three-year flexible, professional development plan; thoughtfully allocating state categorical funding to support PD plan. This plan will be shared with the Board of Education in the Winter of 2016-17.
- Throughout the 2016-17 school year, provide professional learning at each PDD on measuring the success of specific teaching strategies in an effort to identify and know how to utilize the most 'high impact' learning strategies. (Many resources can be used to do this including Hattie's Visible Learning and Marzano's Art and Science of Teaching).
- By March 2017 we will develop a foundational understanding of Smarter Balanced Assessment with staff, students, and community and be prepared to implement Smarter Balanced for the 2017-18 school year.
- Explore dashboard (performance metrics) possibilities for % of students in AP/honors/IB; % of students who show academic growth on NWEA, FAST, Iowa Assessment; % of students who achieve IEP Goals; and other relevant "predictive gateways" for academic success.
- Using relevant achievement gap information, identify opportunities to increase the number of students performing at or above grade level in math and reading.
- Expand early literacy within the early childhood programs by using creative curriculum assessment information to drive instruction.
- Provide substantive support to enhance math and reading skills PreK-5.
- During the 2016-17 school year, identify all level 3 and level 4 questions used on all common formative or summative assessments within each course at the high school level.
- During the 2016-17 school year we will closely monitor and update our stakeholders as appropriate, federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
- By the end of 2016-17, develop a K-8 standards based report card.

Year 1



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Board Goal 3 Unlock Potential - Challenge

Become an excellent learning organization through a culture of continuous improvement.

Strategic Initiatives

- Becoming Deliberately Developmental about our staff as we shift from “Human Resources” to “Talent Management”.

Year 1



- Cultivate a high achieving performance culture.
- Strengthen leadership capability throughout Linn-Mar to promote high levels of performance and productivity and sustain excellence.

Measures of Success

- Research well-being and insurance models/best practices and explore community partnerships (Ex. Blue Zones) to improve Linn-Mar and community health and well-being, reduce health care claim costs from 5 year historical averages, and enhance productivity.
- Reduce employee workers compensation claims from 5-year average info.
- By spring 2017, develop integrated marketing and communications programs that position Linn-Mar as the district of choice for world class teaching, learning and student achievement. Develop and begin to execute and assess integrated strategic marketing and communications programs, both internal and external, to strengthen, promote and protect Linn-Mar’s brand identity, relevance, accomplishments and excellence.
- Explore opportunities to expand mentor programs for all employee groups and leverage their talent/knowledge to improve our overall performance.
- Work to create and maintain a predictable, respectful, compliant, labor relations environment, alignment and consistency with the overall employee relations strategy based on proactive and open communications.
- Research comprehensive and engaging performance management plans for classified and professional staff.
- Foster a positive, engaging, diverse and inclusive work environment while identifying and responding to the changing needs of the Linn-Mar community.
- Revise recruitment strategy and branding program by late winter (2016-17).
- Always promote a school culture with the belief system of all students can learn.
- Make school building-level communication the major focus of the communication efforts.
- Collaborate to provide leadership in researching effective solutions for workforce planning.
- Provide training to district leaders to address all aspects of the employee life cycle.
- Begin to develop a leadership ladder (succession planning) throughout Linn-Mar in all employee groups with a focus on recruitment and retention.
- Identify employee skill gaps, provide opportunity for improvement/workout plan or coaching out (coach up or counsel out).
- School Board, district leaders, and building administrators continually seek to improve knowledge of upcoming trends in education and research on school improvement by having memberships to professional organizations, attending relevant conferences, and networking with other administrative professionals.
- School Board Policy Committee to develop and deploy Board Learning Plan and work to strategically align all board committee work under the Strategic Plan.

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Board Goal 3 Unlock Potential - Challenge

Become an excellent learning organization through a culture of continuous improvement.

Strategic Initiatives

- Promote understanding of total compensation at Linn-Mar and recognize compensation as a competitive tool to drive organizational results.
- Provide ongoing professional development that supports core instruction, interventions and curriculum implementation
- Effective and efficient use of data
- Curriculum, instruction and assessment demonstrate high expectations for all students.

Measures of Success

- Expand benefits education and provide on an ongoing basis for all employees.
- Continue to closely monitor and update our stakeholders as appropriate, federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
- By the end of 2017-18 explore ELI Summer School requirements and intervention options. Communicate appropriately with families
- At the beginning of 2017-18 school year we will be prepared for successful implementation of SMARTER Balanced Assessment with staff, students, and the community.
- Update the 3 year flexible professional development plan; thoughtfully allocating state categorical funding to support PD plan. This plan will be shared with the Board of Education in the Winter 2017-18.
- Begin to identify qualitative and quantitative metrics to show evidence of personal growth to incorporate into digital learning portfolios in future years.
- At the beginning of the 2017-18 School year: acquire, build, or purposefully reject data collection / modeling system with the ability to data mine at an individual student level, by classroom, grade and school.
- At LMHS, use ACT college readiness indicators from past five graduating senior classes to determine trend lines of LMHS college readiness in English, Math and Science.
- Utilize Work Keys or similar assessment tool to determine trend lines of LMHS graduates in the area of career readiness.
- At LMHS, ensure that level 3 and level 4 questions on the identified priority standards/content are the emphasis of unit/chapter instruction and common assessments for each required core course.
- Fall of 2018, grades K-8 will utilize a standards based report card. Feedback will be solicited throughout the year.
- Continue using relevant achievement gap information, identify opportunities to increase the number of students performing at or above grade level in math and reading.
- Continue to closely monitor and update our stakeholders as appropriate, federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.

Year 2



"I would like to ensure we're creating opportunities for students not just in education. Education is our primary focus, but activities such as sports, music, community service and Cords help make up a student's experience and round out their education."

School Board Member Rene Gadelha

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Board Goal 3 Unlock Potential - Challenge

Become an excellent learning organization through a culture of continuous improvement.

Strategic Initiatives

- Becoming Deliberately Developmental about our staff as we shift from “Human Resources” to “Talent Management”.

Year 2



Measures of Success

- Using benchmark data from 2016-17, create a SMART goal related to staff connectedness to our educational mission.
- Execute the integrated marketing and communications programs that position Linn-Mar as the district of choice for world class teaching, learning and student achievement. Begin to identify success metrics and establish baseline data.
- Continue executing integrated strategic marketing and communications programs, both internal and external to strengthen, promote and protect Linn-Mar's brand identity, relevance, accomplishments and excellence. Begin to identify success metrics and establish baseline data.
- Explore networking opportunities for job alike groups between buildings and/or other districts.
- Identify employee skill gaps, provide opportunity for improvement/workout plan or coaching out.
- Continue to work to create and maintain a predictable, respectful, compliant, labor relations environment, alignment and consistency with the overall employee relations strategy based on proactive and open communications.
- Continue to foster a positive, engaging, diverse and inclusive work environment while identifying and responding to the changing needs of the Linn-Mar community.
- Begin to implement mentor programs for all employee groups and leverage their talent/knowledge to improve our overall performance.
- Collaborate with administration and staff to develop a performance management system for classified and professional staff.
- Select a well-being model and continue to develop partnerships to improve Linn-Mar and community health and well-being, reduce health care claim costs from five year historical averages and enhance productivity.
- Cultivate a high achieving performance culture.
- Always promote a school culture with the belief system of all students can learn.
- Focus communication efforts on engaging stakeholders to take action on behalf of students. 2016-17 will be a benchmarking year.
- Strengthen leadership capability throughout Linn-Mar to promote high levels of performance and productivity and sustain excellence.
- Research workforce scenarios and models using data, analysis and forecasting tools that enable multi-year recruitment and selection plan, succession planning, leadership development and retention and performance management strategies.
- Continue to develop a leadership ladder (success planning) throughout Linn-Mar in all employee groups with a focus on recruitment and retention.
- Provide training to district leaders to address all aspects of the employee life cycle.
- Update Board Learning Plan to reflect group and individual needs of board members.
- School Board, district Leaders, and building administrators develop a focused approach on sharing with each other and the community new learning from professional organizations, attending relevant conferences, and networking with other administrative professionals in order to obtain feedback on new innovative practices.

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Board Goal 4 Unlock Potential - Success

Maximize student achievement by increasing digital literacy utilizing 21st century digital tools.

Strategic Initiatives

Measures of Success

- | | |
|---|---|
| <ul style="list-style-type: none">• Digital Content | <ul style="list-style-type: none">• Explore and clarify L-M working definitions related to digital learning (blended learning, digital content, etc.) to establish a shared vision.• Identify specific areas to provide district, building, and instructional support for technology integration and implementation.• Review, update and curate our PreK-12 digital curriculum to ensure it is rigorous and relevant.• Identify and develop an online course option, aimed primarily at LMHS 11th and 12th grade students, in each department area that may or may not be a required course. |
| <ul style="list-style-type: none">• Digital Citizenship | <ul style="list-style-type: none">• During 2016-17 explore PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).• 2016-17 TICs provide professional development on digital citizenship for staff. |
| <ul style="list-style-type: none">• Digital Equity | <ul style="list-style-type: none">• Review technology equity procedures in order to inform future policy decisions.• Establish a uniform, digital checkout process for students who do not have WiFi or computer outside of school.• Using assessment information, implement the appropriate assistive technology tool(s) for students with special needs in the general education classroom.• By increasing understanding of assistive technology, promote a culture of individualizing learning needs. |
| <ul style="list-style-type: none">• Digital Pedagogy | <ul style="list-style-type: none">• Begin a process to ensure all faculty have the qualifications and training necessary to deliver courses in a variety of modes; specifically regarding online instruction.• Create a faculty mentor program or peer review system as a way to improve online/hybrid courses.• Explore potential resources and processes for future curriculum.• Utilize Technology Instructional Coaches (TICs) to provide coaching support for teachers integrating technology into their instruction. |
| <ul style="list-style-type: none">• Digital Communication | <ul style="list-style-type: none">• Use annual staff/student/parent/community survey data to determine effective use of school website for consistent district and building level communication.• Explore possibilities for better alignment and integration of systems used by parents (i.e. Pow-erschool, TouchBase and Total Access).• Promote current electronic communication services for staff to access relevant information regarding resources. |

Year 1



"We have to look at education in new ways. Every student loves technology. We have to do it in a way that makes the most sense for the District."

School Board Member Sondra Nelson

PathwaysFacilitiesTechnology

Board Goal 4 Unlock Potential - Success

Maximize student achievement by increasing digital literacy utilizing 21st century digital tools.

Strategic Initiatives

Measures of Success

- Digital Content
 - LMHS 11th and 12th grade students will have an online course option in each department area that may or may not be a required course. (The Learning Center will continue to evolve to include online course support for students from teachers).
 - Utilize LM's working definitions related to digital learning (blended learning, digital content, etc.) to implement shared vision.
 - Promotion and implementation of blended and online learning environments.
 - Fully implement the IC3 certification training into the LMHS curriculum with specific goals for completion at the end of each grade level. Also, provide more opportunities for students to become certified in specific technology software areas (e.g. Microsoft, Google).
- Digital Citizenship
 - During 2017-18 implement PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).
 - 2017-18 TICs provide professional development on digital citizenship for staff.
- Digital Equity
 - Continue building a culture where utilizing assistive technology becomes integrated into daily practice.
- Digital Pedagogy
 - Begin a process to ensure all faculty have the qualifications and training necessary to deliver courses in a variety of modes; specifically regarding online instruction.
 - Continue to align professional development, technology integration and technology deployment based on results and feedback from year one.
 - Establish specific trainings by the Technology Instructional Coaches in which the TICs also provide coaching support for teachers integrating this technology learning into their instruction.
- Digital Communication
 - Implement an incentive program to enhance initial page and content development.
 - Use annual staff/student/parent/community survey data to determine effective use of school website for consistent district and building level communication.

Year 2



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Board Goal 5 Empower Achievement - Involve

Enhance engagement opportunities through focused strategic partnerships.

Strategic Initiatives

Measures of Success

- Internal Partnerships

- Investigate and research district administration practices and processes to enable principals to focus more on instructional leadership.
- Promote opportunities for district employees to volunteer in classrooms.
- Explore and clarify the purpose and structure of district leadership meetings to align with strategic plan.

- External Partnerships

- Create conditions to provide transparent, accurate and accessible information through dashboards.
- Broaden opportunities for local businesses and historically underutilized businesses to work with the district.
- Explore opportunities for the city and local districts to share costs for shared services.
- Develop/nurture relationships and work with community partners and media to define, promote, expand and market signature programs.
- Begin to establish a network of information ambassadors.
- Enhance established partnerships with the business community, as well as nationwide, to broaden recruitment, wellness, volunteer and diversity initiatives.
- Promote external partners to join district committees and district staff participate in outside committee groups.

Year 1



- Internal Partnerships

- District administration will implement practices and processes to support each principal's instructional leadership goals.
- Evaluate district employee volunteer program and determine possible expansion opportunities.
- Explore district wide opportunities to connect all employees to the mission/vision on a personal level through employee resource groups.
- Explore opportunities to shadow/exchange (very short term) positions to encourage connections between buildings/levels/departments for district collaboration and awareness.

- External Partnerships

- Begin to utilize the Information Ambassador Network.
- Continue to establish and cultivate partnerships with the business community, as well as nationwide, to broaden recruitment, wellness, volunteer and diversity initiatives.
- Provide and support opportunities for increasing civic knowledge, experience and perspective.
- Continue to develop/nurture relationships and work with community partners and media to define, promote, expand and market signature programs.
- Explore district wide opportunities to connect all employees to the mission/vision on a personal level through Employee Resource Groups.
- Explore opportunities to shadow/exchange (very short term) positions to encourage connections between buildings/levels/departments for district collaboration and awareness.

Year 2



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Board Goal 6 Empower Achievement - Build

Construct physical learning environments using fiscally responsible and sustainable practices.

Strategic Initiatives

- Facilities Restructure

Year 2



- Facilities Preservation
- Operational Resource Allocation

Measures of Success

- Finalize conceptual and detailed designs of facilities restructuring plan, including establishing a clear and economical phasing schedule for the various projects.
- Mobilize and run bond campaign.
- Maintain consistent communication with community to update progress on facilities restructuring and allow opportunities for feedback.
- Solicit and approve bids for applicable construction projects.
- Begin mobilizing, site development, and other construction as schedules allow.
- Investigate a stand alone transition center to serve students with continued living, learning and working needs after high school.
- Create and implement a safety and security building resources plan.
- Continuously assess and monitor priorities of facilities maintenance program to determine District needs and available resources.
- Use job analysis from Goal 3 to determine staffing needs.
- Implement procedures to effectively evaluate programs from a financial aspect to ensure resources are being utilized to full potential.
- Continually review categorical funding streams to ensure resources are being properly spent and that all expenditures are properly allocated.



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Board Goal 6 Empower Achievement - Build

Construct physical learning environments using fiscally responsible and sustainable practices.

Strategic Initiatives

- Facilities Restructure

- Facilities Preservation

- Operational Resource Allocation

Year 1



“Moving forward... we’re talking about being a leading edge facility and institution.”
School Board VP George AbouAssaly

Measures of Success

- During the 2016-17 school year the Board of Education, with feedback from community patrons, will approve a long-term facility structure plan that benefits all Linn-Mar students.
- Determine what the most appropriate and cutting edge learning environments look like at each of the grade level configurations and prioritize goals for the physical components for each of the environments.
- Establish a communication campaign to foster support and approval of district restructure needs.
- Develop a funding plan to support 10-year restructure plan, including the outline of a possible bond campaign strategy.
- Engage architects, engineers, demographers and other applicable services to assist in the planning and implementation of the facility restructure plan.
- Identify an off-site facility for Applied Innovation Center.
- Occupy Westfield addition.
- Address priority needs to improve district facilities by actively maintaining 10-year facilities and preventative maintenance plan, including identifying energy-saving opportunities.
- Develop a funding plan to support 10-year preventative maintenance schedule.
- Complete walkthroughs with principals, Crisis Committee members, and Operations & Maintenance to determine building needs in reference to safety and security.
- Work to optimize resources (buildings, personnel, programs, etc.) to ensure they are utilized efficiently and effectively.
- Explore procedures to effectively evaluate programs from a financial aspect to ensure resources are being utilized to full potential.
- Continually review categorical funding streams to ensure resources are being properly spent and that all expenditures are properly allocated.



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Key Dates and Milestones

July 2015

- Superintendent's 100-day learning and listening tour with the school district.

November 2015

- Three topics identified that came to the forefront of conversations during Dr. Shepherd's learning and listening tour.

- **Pathways**
- **Facilities**
- **Technology**

- School Board agrees to move forward with forming a strategic planning advisory committee to prepare a timeline of action.

January 2016

- School Board approves to utilize Thoughtexchange Services to facilitate School District Strategic Planning efforts.

February 2016

- Strategic Planning Retreat held to set the direction for the full community engagement portion of the strategic planning process.

Spring 2016

- Thoughtexchange survey held online to gather community feedback and suggestions regarding what is working for the school district and share ideas on continuous improvement.

April 2016

- Themes from February 15 Strategic Planning meeting shared with the School Board.

May 2016

- School Board work session discusses proposed strategic goal language and definitions.

June 2016

- School Board work session focuses on Facilities Planning for District's 10-year Strategic Plan. School Board discusses five-facility scenarios from previous conversations with the School Board, Administrators, staff, students, and the community. School Board agrees that the top two scenarios to consider further as part of the Strategic Planning Process were scenarios #1 and #3.

July/August 2016

- Strategic Planning Writing Sessions held by Cabinet to define Board Goal Strategic Initiatives and Measures of Success.

August 2016

- Staff survey conducted at school-year kick off meeting. Of those surveyed, 7 out of 10 favor Scenario #3.
- School Board work session continues conversation regarding District restructuring, facility timeline, and budget issues.

September 2016

- Strategic Planning Writing Session held by Cabinet to finalize Board Goal Strategic Initiatives and Measures of Success.
- PTO Advisory Meetings, Community Forum
- School Board work session held to discuss facility/restructuring and Fall Thoughtexchange Survey data.
- Online survey regarding facilities option conducted.

October 2016

- Board holds vote to move forward on Facilities proposal.
- Strategic Plan presented to Board of Education.
- New Board Book implemented to measure success of Board Goals and Strategic Initiatives.
- Board of Education approves 2016-2026 Strategic Plan.
- Online survey results shared with Board of Education.



"The broad strokes of the plan will not change, but the discrete initiatives will evolve over time as we revisit the plan."

*Superintendent
Quintin Shepherd*



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Revenues, Taxes & Expenditures

FY 2015 Approved Budget

Operating Fund.....	\$73,775,943
Debt Service Fund.....	\$9,360,000
Other Funds	\$34,732,094
Total Approved Budget	\$117,868,037

District's Assessed Taxable Valuation

Total.....	\$1,903,972,142
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General Fund Revenues 2015

Federal.....	\$2,220,542	3%
State.....	\$42,577,642	59%
Local.....	\$27,598,656	38%
Other	\$8,229	0%
Total	\$72,405,068	100%

General Fund Expenditures 2015

Salaries.....	\$51,094,458	70%
Benefits.....	\$8,529,937	12%
Services	\$6,093,445	8%
Supplies.....	\$4,118,878	6%
Other	\$3,184,745	4%
Total	\$62,700,327	100%

District Tax Rate 2015

Operating.....	13.03448
Management.....	0.54742
Board PPEL.....	0.33
Playground	0.135
Voter PPEL	1.34
Deb Service	1.99171
Total	17.37861



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Acknowledgments

Committee Members:

George AbouAssaly, Vice President, Board of Education
J.T. Anderson, COO/CFO
Shannon Bisgard, Associate Superintendent
Leisa Breitfelder, Exec. Dir. of Student Services
Karla Christian, Chief Officer of Human Resources
Jeff Frost, Dir. of High School Teaching and Learning
Rene Gadelha, Board of Education
Dr. Jeff Gustason, Principal
Todd Hutcheson, Board of Education
Rick Ironside, Exec. Dir. of Support Services
Tim Isenberg, President, Board of Education

Kelly Kretschmar, Dir. of Elementary Teaching and Learning
Dan Ludwig, Principal
Matthew May, Communications/Media Coordinator
Christine McSweeney, Dir. of Off-Site Programming
Angie Morrison, Business Manager
Sondra Nelson, Board of Education
Tina Patterson, Board of Education
Jeri Ramos, Exec. Dir. of Technology Services
Bob Read, Dir. of Middle School Teaching and Learning
Erica Rausch, Principal
Dr. Quintin Shepherd, Superintendent
Clark Weaver, Board of Education

The Linn-Mar Community School District's 2016-2026 Strategic Plan was inspired and guided by the Board of Education. The creation of this plan is the result of persistent dedication and commitment of the Linn-Mar Community School District's Cabinet and staff whose focus on continuous improvement lead to the development of Board Goals, Strategic Initiatives and Measures of Success contained within this document.

The School District benefitted tremendously from the feedback of engaged stakeholders who attended various community meetings, focus groups, and staff meetings. Input from students, parents, staff, and community members have been instrumental in shaping the direction and future of the Linn-Mar Community School District.

The Linn-Mar Community School District is truly thankful to the thousands of individuals who have helped contribute to this effort and our mission to **Inspire Learning. Unlock Potential. Empower Achievement.** Thank you.



PathwaysFacilitiesTechnology



LINN-MAR



Community School District

2999 N. 10th Street • Marion, Iowa • 52302

www.linnmar.k12.ia.us

Board Book: Oct 10, 2016

Inspire Learning. Unlock Potential. Empower Achievement.

PATHWAYS		TECHNOLOGY		FACILITIES	
Goal #1 Inspire Learning	Goal #2 Inspire Learning	Goal #3 Unlock Potential	Goal #4 Unlock Potential	Goal #5 Empower Achievement	Goal #6 Empower Achievement
<i>Articulate</i>	<i>Support</i>	<i>Challenge</i>	<i>Success</i>	<i>Involve</i>	<i>Build</i>
Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.	Create effective and agile organization that is individually responsible to the needs of the whole child.	Become an excellent learning organization through a culture of continuous improvement.	Maximize achievement by increasing digital literacy utilizing 21 st century digital tools.	Enhance engagement opportunities through focused strategic partnerships.	Construct physical learning environments using fiscally responsible and sustainable practices.

Table of Contents

Goal #1: Inspire Learning (Articulate):	Page 2
<i>Updates on Progress:</i>	Page 3
Goal #2: Inspire Learning (Support):	Page 4
<i>Updates on Progress:</i>	Page 5
Goal #3: Unlock Potential (Challenge):	Pages 6-8
<i>Updates on Progress:</i>	Page 9
Goal #4: Unlock Potential (Success):	Page 10
<i>Updates on Progress:</i>	Page 11
Goal #5: Empower Achievement (Involve):	Page 12
<i>Updates on Progress:</i>	Page 13
Goal #6: Empower Achievement (Build):	Page 14
<i>Updates on Progress:</i>	Page 15
Achievements and Honors:	Page 16

Goal #1: Inspire Learning (Articulate)

Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.

Year 1:

Strategic Initiatives	Measures of Success
Develop a framework for students to experience and successfully pursue post-secondary career offerings.	Begin baseline tracking and reporting of % college acceptance rates (2017-18) and graduation rates (2011-2017) in order to establish reliable benchmark targets and enhance program offerings. {Improve college acceptance and college graduation rates (post-secondary student success metrics)}
Review policies to ensure the District's theory of action for teaching and learning is articulated.	By summer 2017: Administration will work with Policy Committee to review, edit, and recommend policy changes, if necessary (Instructional Consistency).
Curricular alignment to essential knowledge and skills supported by a coherent and aligned assessment system.	K-4: In 2017-18, in the area of literacy (reading, foundational, literature, and informational text and writing) we will document unwrapped standards, student "I can" statements, and identification of priority standards (on report card). Once priority standards are determined, we will begin to work on developing assessments and rubrics that ensure priority standards are being learned by students.
	Grades 5-7: In 2017-18, common assessments will be created for each unit of study in all subject areas. The creation of a middle level report card based on standards to be developed. Common assessments and the middle level report card will be used for reporting purposes in the 2017-18 school year.
	Grades 10-12: By the fall of 2017, identification of priority standards will be documented (via PowerSchool) to ensure priority standards are being learned by students.
	High School: By 2017-18 the Linn-Mar High School Program of Studies will be updated to include Innovation Center and Iowa BIG. This allows for a more aligned curriculum for core courses, AP coursework and Kirkwood offerings.
	Special Education Programming: By the end of 2017-18, using Iowa's Specially Designed Instruction Framework, a core special education group will analyze the recommended key components and critical features to operationally define specially designed instruction in our district.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Updates on Goal #1: Inspire Learning (Articulate)

Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.

Goal #2: Inspire Learning (Support)

Create effective and agile organization that is individually responsible to the needs of the whole child.

Year 1:

Strategic Initiatives	Measures of Success
Individualized and data-driven instruction.	During the 2017-18 school year, all schools will plan for individualized academic interventions (priority standards/content) for all students regardless of need based on an understanding of child development and learning theories within PLCs 100% of the time as measured by team notes. PLCs will develop and implement differentiated classroom instructional opportunities (in specified areas per grade level) for all students. Measure: The use of common formative assessments to differentiate instruction.
	Explore opportunities to better communicate pathway opportunities for students through better articulation during instruction.
Each student enters school healthy and learns about/practices healthy lifestyle.	Develop a Health Curriculum Committee to review health education guidelines and determine district needs. Final recommendations will be made by June of 2017.
	Work with Community Relations on a communications plan to engage parents prior to students entering school regarding wellness and well-being of children to be completed in spring 2017.
Each student learns in a physically and emotionally safe environment.	Staff, students, and family members establish and maintain school and classroom behavioral expectations, rules, and routines that teach students how to manage their behavior and help students improve problem behavior.
	Schools teach, model, and provide opportunities to practice social-emotional skills, including effective listening, conflict resolution, problem solving, personal reflection and responsibility, and ethical decision making.
	Mental Health Needs: In 2017-18, continue partnerships and continue to explore additional family/staff education opportunities as they arise.
	Throughout the 2017-18 school year, Board of Education members will serve as PBIS "School Champions" and report school successes as part of regular board meetings in order to facilitate district-wide communication and support of the program.
	In 2017-18, schools will report goals, benchmarks and outcome data regularly through the Administrative Report to the Board and community.
	As a district focus on making connections with kids. Progress will be tracked via Gallup Poll and Olweus.
	ALICE Trainings: begin classroom lessons, communication on training w/ staff, families, and community, active trainings to begin spring or early fall.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Updates on Goal #2: Inspire Learning (Support)

Create effective and agile organization that is individually responsible to the needs of the whole child

Goal #3: Unlock Potential (Challenge)

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
Promote understanding of total compensation at Linn-Mar and recognize compensation as a competitive tool to drive organizational results.	Conduct a thorough job analysis for each certified and classified position over the 2017-18 school year.
Provide ongoing professional development for teaching staff that supports core instruction, interventions and curriculum implementation.	Create and implement a three-year flexible, professional development plan; thoughtfully allocating state categorical funding to support PD plan. This plan will be shared with the Board of Education in the Winter of 2016-17.
	Throughout the 2016-17 school year, provide professional learning at each PDD on measuring the success of specific teaching strategies in an effort to identify and know how to utilize the most 'high impact' learning strategies. (Many resources can be used to do this including Hattie's Visible Learning and Marzano's Art and Science of Teaching).
Effective and efficient use of data.	By March 2017 we will develop a foundational understanding of Smarter Balanced Assessment with staff, students, and community and be prepared to implement Smarter Balanced for the 2017-18 school year.
	Explore dashboard (performance metrics) possibilities for % of students in AP/honors/IB; % of students who show academic growth on NWEA, FAST, Iowa Assessment; % of students who achieve IEP Goals; and other relevant "predictive gateways" for academic success.
Curriculum, instruction and assessment demonstrate high expectations for all students.	Using relevant achievement gap information, identify opportunities to increase the number of students performing at or above grade level in math and reading.
	Expand early literacy within the early childhood programs by using creative curriculum assessment information to drive instruction.
	Provide substantive support to enhance math and reading skills PreK-5.
	During the 2016-17 school year, identify all level 3 and level 4 questions used on all common formative or summative assessments within each course at the high school level.
	During the 2016-17 school year we will closely monitor and update our stakeholders as appropriate, federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
	By the end of 2016-17, develop a K-8 standards based report card.

Goal #3: Unlock Potential (Challenge) *Continued*

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
Becoming Deliberately Developmental about our staff as we shift from "Human Resources" to "Talent Management".	Research well-being and insurance models/best practices and explore community partnerships (Ex. Blue Zones) to improve Linn-Mar and community health and well-being, reduce health care claim costs from 5 year historical averages, and enhance productivity.
	Reduce employee workers compensation claims from 5-year average info.
	By spring 2017, develop integrated marketing and communications programs that position Linn-Mar as the district of choice for world class teaching, learning and student achievement. Develop and begin to execute and assess integrated strategic marketing and communications programs, both internal and external, to strengthen, promote and protect Linn-Mar's brand identity, relevance, accomplishments and excellence.
	Explore opportunities to expand mentor programs for all employee groups and leverage their talent/knowledge to improve our overall performance.
	Work to create and maintain a predictable, respectful, compliant, labor relations environment, alignment and consistency with the overall employee relations strategy based on proactive and open communications.
	Research comprehensive and engaging performance management plans for classified and professional staff.
	Foster a positive, engaging, diverse and inclusive work environment while identifying and responding to the changing needs of the Linn-Mar community.
Cultivate a high achieving performance culture.	Revise recruitment strategy and branding program by late winter (2016-17).
	Always promote a school culture with the belief system of all students can learn.

Goal #3: Unlock Potential (Challenge) *Continued*

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
Strengthen leadership capability throughout Linn-Mar to promote high levels of performance and productivity and sustain excellence.	Make school building-level communication the major focus of the communication efforts.
	Provide training to district leaders to address all aspects of the employee life cycle.
	Begin to develop a leadership ladder (succession planning) throughout Linn-Mar in all employee groups with a focus on recruitment and retention.
	Identify employee skill gaps, provide opportunity for improvement/workout plan or coaching out (coach up or counsel out).
	School Board, district leaders, and building administrators continually seek to improve knowledge of upcoming trends in education and research on school improvement by having memberships to professional organizations, attending relevant conferences, and networking with other administrative professionals.
	School Board Policy Committee to develop and deploy Board Learning Plan and work to strategically align all board committee work under the Strategic Plan.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Updates on Goal #3: Unlock Potential (Challenge)

Become an excellent learning organization through a culture of continuous improvement.

Goal #4: Unlock Potential (Success)

Maximize achievement by increasing digital literacy utilizing 21st century digital tools.

Year 1:

Strategic Initiatives	Measures of Success
Digital Content	Explore and clarify LM working definitions related to digital learning (blended learning, digital content, etc.) to establish a shared vision.
	Identify specific areas to provide district, building, and instructional support for technology integration and implementation.
	Review, update and curate our PreK-12 digital curriculum to ensure it is rigorous and relevant.
	Identify and develop an online course option, aimed primarily at LMHS 11th and 12th grade students, in each department area that may or may not be a required course.
Digital Citizenship	During 2016-17 explore PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).
	2016-17 TICs provide professional development on digital citizenship.
Digital Equity	Review technology equity procedures to inform future policy decisions.
	Establish a uniform, digital checkout process for students who do not have Wi-Fi or computer outside of school.
	Using assessment information, implement the appropriate assistive technology tool(s) for students with special needs in the general education classroom.
	By increasing understanding of assistive technology, promote a culture of individualizing learning needs.
Digital Pedagogy	Begin a process to ensure all faculty have the qualifications and training necessary to deliver courses in a variety of modes; specifically regarding online instruction.
	Create a faculty mentor program or peer review system as a way to improve online/hybrid courses.
	Explore potential resources and processes for future curriculum.
	Utilize Technology Instructional Coaches (TICs) to provide coaching support for teachers integrating technology into their instruction.
Digital Communication	Use annual staff/student/parent/community survey data to determine effective use of school website for consistent district and building level communication.
	Explore possibilities for better alignment and integration of systems used by parents (i.e. PowerSchool, TouchBase and Total Access).
	Promote current electronic communication services for staff to access relevant information regarding resources.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Updates on Goal #4: Unlock Potential (Success)

Maximize achievement by increasing digital literacy utilizing 21st century digital tools.

Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Year 1:

Strategic Initiatives	Measures of Success
Internal Partnerships	Investigate and research district administration practices and processes to enable principals to focus more on instructional leadership.
	Promote opportunities for district employees to volunteer in classrooms.
	Explore and clarify the purpose and structure of district leadership meetings to align with strategic plan.
External Partnerships	Create conditions to provide transparent, accurate and accessible information through dashboards.
	Broaden opportunities for local businesses and historically underutilized businesses to work with the district.
	Explore opportunities for the city and local districts to share costs for shared services.
	Develop/nurture relationships and work with community partners and media to define, promote, expand and market signature programs.
	Begin to establish a network of information ambassadors.
	Enhance established partnerships with the business community, as well as nationwide, to broaden recruitment, wellness, volunteer and diversity initiatives.
	Promote external partners to join district committees and district staff participate in outside committee groups.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Updates on Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Year 1:

Strategic Initiatives	Measures of Success
Facilities Restructure	During the 2016-17 school year the Board of Education, with feedback from community patrons, will approve a long-term facility structure plan that benefits all Linn-Mar students.
	Determine what the most appropriate and cutting edge learning environments look like at each of the grade level configurations and prioritize goals for the physical components for each of the environments.
	Establish a communication campaign to foster support and approval of district restructure needs.
	Develop a funding plan to support 10-year restructure plan, including the outline of a possible bond campaign strategy.
	Engage architects, engineers, demographers and other applicable services to assist in the planning and implementation of the facility restructure plan.
	Identify an off-site facility for Applied Innovation Center.
Facilities Preservation	Occupy Westfield addition.
	Address priority needs to improve district facilities by actively maintaining 10-year facilities and preventative maintenance plan, including identifying energy-saving opportunities.
	Develop a funding plan to support 10-year preventative maintenance schedule.
Operational Resource Allocation	Complete walkthroughs with principals, Crisis Committee members, and Operations & Maintenance to determine building needs in reference to safety and security.
	Work to optimize resources (buildings, personnel, programs, etc.) to ensure they are utilized efficiently and effectively.
	Explore procedures to effectively evaluate programs from a financial aspect to ensure resources are being utilized to full potential.
	Continually review categorical funding streams to ensure resources are being properly spent and that all expenditures are properly allocated.

Refer to the Strategic Plan for Year 2 and Year 3 Strategic Initiatives and Measures of Success

Update on Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Achievements and Honors:

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5,
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> 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 - October 10, 2016

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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. Prepare for anticipated 2016-17 implementation of Next Generation Science Standards
4. Prepare for anticipated implementation of Iowa School Report Card

Smarter Balanced Assessment System Update: The State of Iowa is moving towards implementing Smarter Balanced Assessments as the mandated state assessment for students in grades 3-11 beginning with the 2017-18 school year. We are in the process of putting together a team of administrators to participate in a training sponsored by the Department of Education. This team will be responsible for providing training for the rest of the district. As we learn more information on this training process, updates will be provided in future Admin Reports.

Summer Reading Programs: Each summer the elementary schools receive funding to host a summer reading program. This year the schools were asked to incorporate 20 minutes of targeted intervention for significantly discrepant or at-risk students according to FAST data. The schools were also asked to give a FAST pretest and posttest. *Please note, Bowman Woods hosted two reading programs and the results shown below for Bowman Woods are for at-risk readers.*

School	Total Student Time	Direct Skill Instruction Time per Day	# At-Risk Reading Students Attended	# of Students Showed Growth	% of Students Improved
Bowman Woods	8 hours	60 min	Not Collected	Not Collected	N/A
Echo Hill	9 hours	0 min: Exposure to Reading	32	13	41%
Indian Creek	10 hours	60 min	28	16	57%
Linn Grove	9 hours	0 min: Exposure to Reading	Not Collected	Not Collected	N/A
Novak	9 hours	20 min	34	13	38%
Westfield	5 hours	60 min	19	16	84%
Wilkins	16 hours	10 min	34	23	68%



Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5,
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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

High School:

- Punch list work continues on all areas that are occupied and finished.
- Area M (old weight room area): Three classrooms near completion. Painting completed, ceiling installed with mechanical finish scheduled to be completed on 10/14, and flooring completed on 10/21. Occupancy is scheduled for 10/24.
- First set of classrooms on the south phase are complete and occupied. Demo work has started on second set of six classrooms. Walls are scheduled to be installed 10/14, and ceiling installation on 10/20. Paint and flooring will complete the area on 11/4.
- Lecture hall work is underway. Ceiling work has started and is scheduled to be complete on 11/18. Concrete work on riser platforms will start in November followed by painting; scheduled for completion on 11/25.

Westfield Addition:

- Work continues on brick exterior. Completion date is 10/7.
- Ductwork and three mechanical units have been installed. Water lines are being plumbed in hallways and classrooms. Windows are scheduled to be installed by the end of October. Painting is scheduled to be completed prior to window installation.

Oak Ridge Cafeteria Expansion:

- Wall units are the only major item remaining to finish this project. Contractor is on hold until the correct hangers arrive.
- Final wall paint will finish the project and punch list work will be completed once the mechanical units are installed.



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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

Teacher Quality Course Offerings Update: This year we have 93 classes being taught by Linn-Mar teachers under the TQSA umbrella. Teachers are encouraged to sign up for their allotment of classes. There are currently 990 participants signed up for the 93 classes, but there is still room for more teachers to participate. This is a great way to learn from colleagues! A big thank you goes out to our teachers that are choosing to teach TQ classes and share their expertise with others!



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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

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

Board Work Session: Feedback and input from stakeholders collected throughout the past several weeks will be reviewed including:

- PTO listening sessions
- Community forums
- Saturday Coffee Conversations with the Board
- Staff meetings with administration
- Dine Around sessions with administration
- Thoughtexchange information

A draft of the Strategic Plan and updated Administration Report, which will reflect the Strategic Planning Goals and Initiatives will also be reviewed.

Board Visit to Excelsior Middle School: The Board of Education visited Excelsior Middle School on October 7th. A verbal report will be given during the regular session.



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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

FY2016 Audit Update: Auditors from Nolte, Cornman, & Johnson P.C. were on-site October 4th and 5th performing final audit procedures for fiscal year 2016. At the conclusion of their procedures, an audit exit interview was conducted whereby any comments, findings, or other questions were discussed. Overall, the audit went very well. Next steps include the drafting of the Comprehensive Annual Financial Report (CAFR), which will be finalized and reported out to the Board no later than December 12th.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5,
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Administration Report - October 10, 2016

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Achievements and Honors:



Indian Creek Elementary Recognized: Indian Creek Elementary was selected by the Department of Education as a 2016 National Blue Ribbon School. Indian Creek is one of only five Iowa schools to win this year's award. Great job to the students and staff!

The Roald Dahl Splendiferous Showdown: This month marks the 100th anniversary of the birth of author Roald Dahl. To mark the anniversary, the Roald Dahl Splendiferous Showdown stopped by schools across the country, including Westfield Elementary. The students eagerly took part in a "game show" to test their knowledge of Mr. Dahl's award winning books, including *Matilda*, *Charlie and the Chocolate Factory*, *The Witches* and *James and the Giant Peach*.



Homecoming Court 2016: Congratulations to Ellie Hartzler and Josh Gassmann for being crowned the 2016 Homecoming Queen and King. Additional members of the Homecoming Court were Lydia Anderson, Niharika Annira, Cassidy Burns, Nick House, Nathan Nowzari, Noah Martin, Kate McInroy, Olive Sourwine, Noah Wick, and Jared Zieser.

Girls' Swim Team Inspires: The September 27th Girls' Swim Meet at Washington High School was a special event recognizing one of the Warriors' Senior Swimmers, Glenna Houtz, who is currently battling leukemia. To show their support, the Linn-Mar girls and coaches wore orange ribbons for leukemia awareness in support of Glenna and presented her with a bouquet of orange flowers. Kudos to the Girls' Swim Team for such great care and sportsmanship!



Sports Updates: Congratulations to all the LM sports teams for their dedication to their sport. The Girls' and Boys' Cross Country Teams are doing well; the girls placed third in the Gold Division during the team race in Aurora, Illinois and the boys placed 10th out of 14 teams in their Gold Division. The Girls' Volleyball Team is also doing well with an overall ranking of 19-5. Congratulations to the Boys' Golf Team for winning the Mississippi Valley Conference Valley Division title with a team score of 331.

Student of the Week: Congratulations to Senior Nathan Bellows for being selected as the Linn-Mar Student of the Week in the *Marion Times*.

Linn-Mar Alum Briefly Returns to Iowa: Congratulations to Linn-Mar Graduate Conor Schulz for being cast as Danny Zuko in the Old Creamery Theatre production of *Grease*.

Outstanding Teacher: Congratulations to High School Teacher Jeanne Turner for being recognized by the Cedar Rapids West Rotary as one of the Outstanding Teacher Honorees for 2016.

2017

LINN-MAR COMMUNITY SCHOOL DISTRICT WESTFIELD PARKING LOT RECONSTRUCTION

901 East Main St.
Robins, Iowa 52328

INDEX OF DRAWINGS:

- G0.01 - COVER SHEET
- G0.02 - LEGEND, GENERAL NOTES, AND SURVEY CONTROL
- G0.03 - QUANTITIES AND ESTIMATED REFERENCES
- C0.01 - OVERALL SITE LAYOUT
- CD.01 - EXISTING FEATURES AND DEMOLITION PLAN
- C1.01 - GRADING PLAN
- C1.02 - STORMWATER POLLUTION PREVENTION PLAN
- C2.01 - UTILITY PLAN
- C3.01 - PAVING, STRIPING, AND SIGNAGE PLAN
- C3.02 - PAVEMENT JOINTING PLAN
- C3.03 - PAVEMENT LAYOUT AND SPOT ELEVATIONS
- C4.01 - LANDSCAPE PLAN (FOR REFERENCE ONLY)
- C4.02 - LANDSCAPE DETAILS (FOR REFERENCE ONLY)
- C4.03 - LANDSCAPE PLAN TREE MITIGATION (FOR REFERENCE ONLY)
- C5.01 - CONSTRUCTION DETAILS
- ED.01 - ELECTRICAL SITE DEMOLITION PLAN
- E0.01 - ELECTRICAL SITE PLAN
- E4.01 - SYMBOLS, DETAILS, SCHEDULES, AND GENERAL NOTES

SURVEY CONTROL

REFER TO SHEET G0.02, LEGEND, GENERAL NOTES,
AND SURVEY CONTROL FOR GRAPHICAL LOCATION OF SURVEY
CONTROL.

CEDAR RAPIDS METRO STANDARDS

NUMBER	DESCRIPTION
1200-020	REGULATORY AND GUIDE SIGNS USED IN CONSTRUCTION
1200-034	CONSTRUCTION IN CURB LANE MULTILANE STREET
1300-020	SILT FENCE
1300-025	CURB INLET PROTECTION
1300-050	STABILIZED CONSTRUCTION ENTRANCE
1300-060	STABILIZED CONSTRUCTION ENTRANCE
1400-060	MISCELLANEOUS DEMOLITION
2400-020	PIPE INSTALLATION

CEDAR RAPIDS METRO STANDARDS

NUMBER	DESCRIPTION
2400-041	STANDARD STORM SEWER MANHOLE
2400-020	PIPE INSTALLATION
2500-021	THRUST RESTRAINT DETAILS
2500-039	HYDRANT SET DETAIL AT END OF WATER MAIN
2700-010	CURBING DETAILS
2700-021	TRANSVERSE CONTRACTION JOINTS
2700-022	LONGITUDINAL CONTRACTION JOINTS
2700-114	PAVED CROSSWALK DETAILS
2800-021-23	PAVEMENT MARKINGS

CITY OF CEDAR RAPIDS AND UTILITY CONTACTS

PUBLIC WORKS DEPARTMENT
ENGINEERING: (319) 286-5802
TRAFFIC ENGINEERING: (319) 286-5176
SEWER MAINTENANCE: (319) 286-5815

FIRE
BUSINESS: (319) 286-5200
EMERGENCY: 911

PARKS AND RECREATION DEPARTMENT:
(319) 286-5731

ON-SITE UTILITY LOCATES
WEBER COMMUNICATIONS:
(319)-329-4274

POLICE
BUSINESS: (319) 286-5491
EMERGENCY: 911

UTILITIES DEPARTMENT
WATER: (319) 286-5910

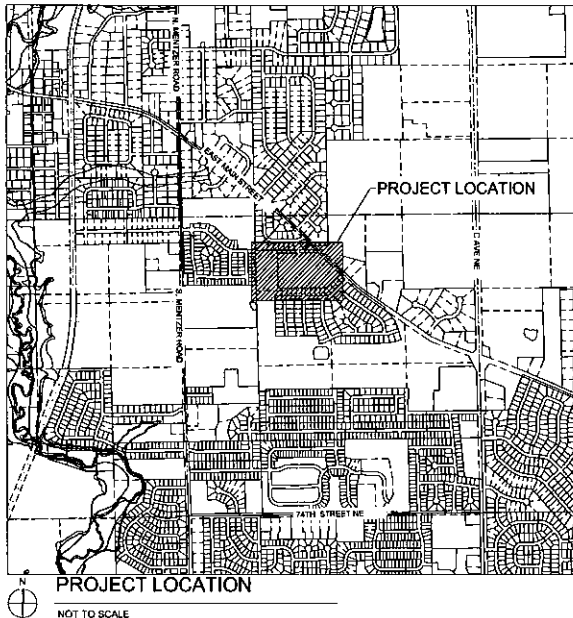
CERTIFICATIONS

CIVIL ENGINEER

PRELIMINARY - NOT FOR CONSTRUCTION	I HEREBY CERTIFY THAT THIS ENGINEERING DOCUMENT DESCRIBED BELOW WAS PREPARED BY ME OR UNDER MY DIRECT PERSONAL SUPERVISION AND THAT I AM A DULY LICENSED PROFESSIONAL ENGINEER UNDER THE LAWS OF THE STATE OF IOWA. SAAC HODGINS, P.E. DATE: 12/31/2017 LICENSE NUMBER: 18645 EXPIRATION DATE IS: DECEMBER 31, 2017 PAGES, SHEETS OR DIVISIONS COVERED BY THIS SEAL: G0.01-G0.03, C0.01, CD.01, C1.01, C1.02, C2.01, C3.01, C3.02, C3.03, C4.01, C4.02, C4.03, C5.01
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PRELIMINARY - NOT FOR CONSTRUCTION	I HEREBY CERTIFY THAT THIS ENGINEERING DOCUMENT DESCRIBED BELOW WAS PREPARED BY ME OR UNDER MY DIRECT PERSONAL SUPERVISION AND THAT I AM A DULY LICENSED PROFESSIONAL ENGINEER UNDER THE LAWS OF THE STATE OF IOWA. MATTHEW K. GORDON, P.E. DATE: 12/31/2017 LICENSE NUMBER: 19246 EXPIRATION DATE IS: DECEMBER 31, 2018 PAGES, SHEETS OR DIVISIONS COVERED BY THIS SEAL: E0.01, E0.01 & E4.01
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THIS PROJECT SHALL BE CONSTRUCTED IN ACCORDANCE WITH THE CURRENT
CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS FOR PUBLIC
IMPROVEMENTS, EXCEPT AS NOTED ELSEWHERE IN THE PLANS.

NOTE:
ALL IMPROVEMENTS SHOWN ON THESE PLANS SHALL BE PRIVATELY OWNED AND
MAINTAINED. THE PROPOSED IMPROVEMENTS HAVE BEEN DESIGNED IN ACCORDANCE
WITH THE CEDAR RAPIDS METROPOLITAN AREA ENGINEERING DESIGN STANDARDS EXCEPT
AS LISTED: -NO DESIGN EXCEPTIONS REQUESTED.



OWNER REPRESENTATIVE:
PEAR PROSSER
ASSOCIATE SUPERINTENDENT
LINN-MAR COMMUNITY SCHOOL DISTRICT
HARRISON, IA 52502
OFFICE: 319-364-5306
HARRISON@linnmar.k12.ia.us

ENGINEER: SHIVE-HATTERY, INC.
316 2nd Street S.E. - SUITE 500
PO BOX 1903
CEDAR RAPIDS, IOWA 52406
(319) 364-0227

STREET NAME: CLASSIFICATION: **DEVELOPER:** **PLAN NO.:** **NOT OR'D:**
E MAIN STREET UNIMPROVED 30 MPH 30 (V) (R) 302

Shive-Hattery Project Number: 215341-0

CITY PREAPP-022660-2016



SHIVEHATTERY
ARCHITECTURE + ENGINEERING

316 2nd Street SE Suite 500 | Cedar Rapids, Iowa 52406
319.364.0227 | fax 319.364.4251 | shive-hattery.com

Iowa | Illinois | Missouri | Indiana

-ISSUED FOR CLIENT REVIEW: MARCH 9, 2016
-ISSUED FOR CITY REVIEW: APRIL 4, 2016
-ISSUED FOR FINAL REVIEW: APRIL 12, 2016
ISSUED FOR BOARD APPROVAL: OCTOBER 6, 2016

G0.01

GENERAL NOTES

1. THE LOCATIONS OF UTILITY MAPS, STRUCTURES AND SERVICE CONNECTIONS PLOTTED ON THIS DRAWING ARE APPROXIMATE ONLY AND WERE OBTAINED FROM RECORDS MADE AVAILABLE TO SHIVE-HATTERY, INC. THERE MAY BE OTHER EXISTING UTILITY MAPS, STRUCTURES AND SERVICE CONNECTIONS NOT KNOWN TO SHIVE-HATTERY, INC. AND NOT SHOWN ON THIS DRAWING. THE VERIFICATION OF EXISTENCE OF, AND THE DETERMINATION OF THE EXACT LOCATION OF, UTILITY MAPS, STRUCTURES AND SERVICE CONNECTIONS SHALL BE THE RESPONSIBILITY OF THE CONSTRUCTION CONTRACTOR(S) AND THE OWNER.
2. NOTIFY UTILITY COMPANIES WHOSE FACILITIES ARE SHOWN ON THE PLANS OR KNOWN TO BE WITHIN CONSTRUCTION LIMITS OF THE SCHEDULE PRIOR TO EACH STAGE OF CONSTRUCTION.
3. IOWA CODE 480, UNDERGROUND FACILITIES INFORMATION, REQUIRES VERBAL NOTICE TO IOWA ONE-CALL 1-800-289-6669, NOT LESS THAN 48 HOURS BEFORE EXCAVATING, EXCLUDING WEEKENDS AND HOLIDAYS.
4. THE MEANS OF THE WORK AND THE SAFETY OF THE CONTRACTOR'S EMPLOYEES ARE SOLELY THE RESPONSIBILITY OF THE CONTRACTOR.
5. NO WORK SHALL BE PERFORMED BEYOND THE PROJECT LIMITS WITHOUT PRIOR AUTHORIZATION FROM THE OWNER'S REPRESENTATIVE.
6. ALL PUBLIC CONSTRUCTION SHALL BE IN ACCORDANCE WITH CEDAR RAPIDS METRO AREA STANDARD SPECIFICATIONS FOR PUBLIC IMPROVEMENTS, LATEST EDITION, UNLESS OTHERWISE NOTED ON THE DRAWINGS.
7. PROTECT EXISTING UTILITIES DURING CONSTRUCTION.
8. ADJUST ALL VALVES, MANHOLES, CASTINGS, GAS VENTS, ETC., TO MATCH THE NEW SURFACE. ADJUSTMENT SHALL BE COORDINATED WITH THE UTILITY COMPANIES AND THE COST FOR ALL ADJUSTMENTS SHALL BE INCIDENTAL TO THE CONSTRUCTION. AT NO ADDITIONAL COST TO THE OWNER, REPAIR ANY DAMAGE TO SAID STRUCTURES AND APPURTENANCES THAT OCCUR DURING CONSTRUCTION.
9. SITE CLEAN-UP SHALL BE PERFORMED ON A DAILY BASIS. SIDEWALKS, PARKING LOTS, ROADWAYS, ETC., SHALL BE KEPT CLEAN AT ALL TIMES.
10. REPLACE ANY PROPERTY MONUMENTS REMOVED OR DESTROYED BY CONSTRUCTION. MONUMENTS SHALL BE SET BY A LAND SURVEYOR REGISTERED TO PRACTICE IN THE STATE OF IOWA.
11. WORK WHICH DOES NOT CONFORM TO THE REQUIREMENTS OF THE CONTRACT WILL BE CONSIDERED UNACCEPTABLE. UNACCEPTABLE WORK, WHETHER THE RESULT OF POOR WORKMANSHIP, USE OF DEFECTIVE MATERIALS, DAMAGE THROUGH CARELESSNESS OR ANY OTHER CAUSE, FOUND TO EXIST PRIOR TO THE FINAL ACCEPTANCE OF THE WORK, SHALL BE REMOVED AND REPLACED IN AN ACCEPTABLE MANNER, AS REQUIRED BY SHIVE-HATTERY, INC. AT THE CONTRACTOR'S EXPENSE. WORK DONE CONTRARY TO THE INSTRUCTIONS OF SHIVE-HATTERY, INC., WORK DONE BEYOND THE LINES SHOWN ON THE PLANS OR ANY EXTRA WORK DONE WITHOUT AUTHORITY WILL NOT BE PAID FOR.
12. THE CONTRACTOR SHALL PROTECT ALL TREES SHOWN TO BE SAVED ON THE PLANS.
13. ALL INSPECTIONS REQUIRED FOR PUBLIC OR PRIVATE IMPROVEMENTS SHALL BE FACILITATED BY THE OWNER.
14. A LIMITED NUMBER OF SUBSURFACE INVESTIGATIONS HAVE BEEN CONDUCTED ON OR IN THE PROJECT VICINITY. SOIL BORINGS ARE DOCUMENTED IN THE GEOTECHNICAL ENGINEERING REPORT, DATED MAY 18, 2016, TERRACON PROJECT #0615507.02. IT IS THE CONTRACTOR'S RESPONSIBILITY TO ASCERTAIN SUBSURFACE INFORMATION THAT MAY AFFECT COSTS. IF ADVERSE SUBSURFACE CONDITIONS ARE ENCOUNTERED, THE CONTRACTOR SHALL NOTIFY THE OWNER REPRESENTATIVE IMMEDIATELY. THE CONTRACTOR SHALL VISIT THE SITE AND ACCOUNT HIMSELF WITH ALL EXISTING CONDITIONS PRIOR TO BEGINNING CONSTRUCTION. POTENTIAL CONTRACTORS MAY MAKE A SUBSURFACE INVESTIGATION TO SATISFY THEMSELVES AS TO SITE AND SUBSURFACE CONDITIONS. ANY INVESTIGATION SHALL BE CLEARED THROUGH THE OWNER PRIOR TO COMMENCEMENT. A JOINT UTILITY MEETING AND LOCATE WILL BE REQUIRED PRIOR TO ANY EXCAVATION OPERATIONS.

LEGEND	
UTILITIES	
SYMBOL	DESCRIPTION
○	LIGHT POST
□	UTILITY POLE
—	GUY ANCHOR
—	FIRE HYDRANT
—	FLARED END SECTION
—	END UTILITY CAP
—	VALVE
—	POST INDICATOR VALVE
—	CABLE TV PEDESTAL
—	CLEANOUT
—	JUNCTION BOX
—	MANHOLE
—	DRAINAGE MANHOLE
—	ELECTRICAL MANHOLE
—	HAND HOLE
—	SANITARY MANHOLE
—	TELEPHONE MANHOLE
—	TELEPHONE PEDESTAL
—	SIGNAL BOX
—	WELL
—	WALK BOX
—	CURB RETAIN
—	CIRCLE INTAKE
—	RECTANGULAR INTAKE

UTILITIES LEGEND

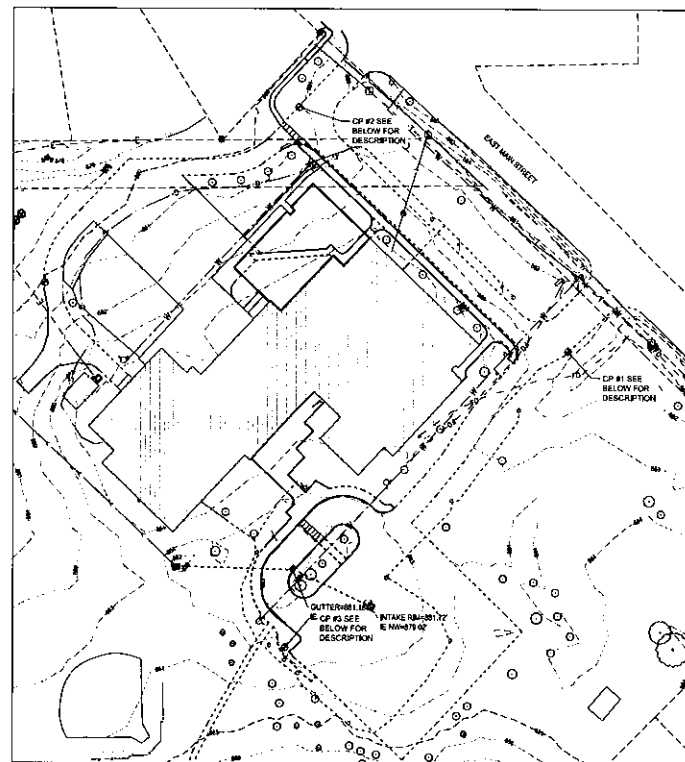
EXISTING	DESCRIPTION	PROPOSED
—	CABLE LINE - OVERHEAD	—
—	CABLE LINE - UNDERGROUND	—
—	ELECTRIC LINE - OVERHEAD	—
—	ELECTRICAL LINE - UNDERGROUND	—
—	GAS MAIN	—
—	SANITARY SEWER	—
—	STEAM	—
—	STORM SEWER	—
—	OVERHEAD TELEPHONE	—
—	FIBER OPTICS	—
—	UNDERGROUND TELEPHONE	—
—	WATER MAIN	—

LEGEND

SURVEY	
SYMBOL	DESCRIPTION
—	BENCH MARK/CONTROL POINT
—	BRIDGE
—	DRILL HOLE
—	IRON ROD - FOUND
—	IRON ROD - SET
—	MONUMENT FOUND
—	MONUMENT SET
—	PROPERTY CORNER
—	RIGHT OF WAY MARKER
—	SOIL BORING
—	STATION MARKER
—	X CUT FOUND
—	X CUT SET

LEGEND

SITE	
SYMBOL	DESCRIPTION
—	BOLLARD POLE
—	MAIL BOX
—	PARKING METER
—	HANDICAPPED PARKING
—	SLOPE ARROW
—	FLOW ARROW
—	SCRUB - EXISTING/PROPOSED
—	DECIDUOUS TREE - EXISTING/PROPOSED
—	CONIFEROUS TREE - EXISTING/PROPOSED
—	SINGLE POLE SIGN
—	DOUBLE POLE SIGN
—	TRAFFIC SIGNAL



Survey Control Location Map

Survey Control

- CP #1 - SET A PK NAIL ON THE EAST EDGE EAST ENT. DR. IN LINE WITH NORTH EDGE BUS LANE
N 340117.287
E 340068.897
ELEV = 882.31'
- CP #2 - SET A PK NAIL ON THE WEST EDGE WEST ENT. DR. 22' NORTH OF WALK CORNER
N 340183.427
E 340081.497
ELEV = 882.97'
- CP #4 - SET A CUT "C" IN WALK, 8' NW OF THE SW CORNER SOUTH PARKING LOT
N 340140.287
E 340086.097
ELEV = 883.06'

SHIVE-HATTERY
A COMMUNITY DESIGN FIRM



LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

PRELIMINARY
- NOT FOR
CONSTRUCTION

PROJECT:	PAV
DESIGNED BY:	LM
CHECKED BY:	LM
IN CHARGE:	LM
PROJECT MANAGER:	LM
FIELD ENGINEER:	LM
CHECKED BY:	LM
CLIENT NO.:	

LEGEND, GENERAL
NOTES AND
SURVEY CONTROL

G0.02

PROJECT QUANTITIES

Item No.	Description	Estimated Quantity	Unit
1	Mobilization	1	LS
2	Construction Survey	1	LS
3	Temporary Sediment and Erosion Control (not including silt fence)	1	LS
4	Silt Fence	2150	LF
5	Pavement Removals (including sidewalk, curb and gutter, and seeding)	10000	SY
6	Unclassified Excavation	4000	CY
7	Miscellaneous Demolition (Special Provision)	1	LS
8	Subgrade Preparation	3	SY
9	8" Granular Subbase	13630	SY
10	Storm Sewer Curb Inlets	2	EA
11	15" Class III RCP Storm Sewer Main (Open Joint, Special Provision)	82	LF
12	18" Class III RCP Storm Sewer Main (Open Joint, Special Provision)	305	LF
13	Storm Sewer Manhole <6.0' In Depth (with grated top)	2	EA
14	Connection to Existing Storm Sewer Structure	1	EA
15	Flared End Section	2	EA
16	8" DIP Water Main	62	LF
17	Water Main Throat Block	1	EA
18	Curb and Gutter, 8"	1850	LF
19	Curb and Gutter, 2'	522	LF
20	7" Pavement, PCC (Class C)	11600	SY
21	4" Sidewalk, PCC (Class C)	2030	SY
22	Sidewalk Ramp Truncated Domes (Special Provision)	46	SF
23	Painted Pavement Markings and Symbols (Special Provision)	1	LS
24	Imported top soil (Special Provision)	240	CY
25	Hydroseeding (Special Provision)	1	LS
26	Electrical Demolition (Special Provision)	1	LS
27	Lighting Poles, Footings, and Luminaires (13 Poles assumed) (Special Provision)	1	LS
28	Conduit and Wire, Trench and Backfill (1450 LF trenching 1850 Wire) (Special Provision)	1	LS
29	Light Aiming and Commissioning (Special Provision)	1	LS

ESTIMATED REFERENCES

NOTE TO CONTRACTOR: REFER TO CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS FOR PUBLIC IMPROVEMENTS SECTION 0105 MEASUREMENT AND PAYMENT FOR REFERENCED ITEM NUMBERS AND THE ASSOCIATED DESCRIPTION FOR STANDARD ESTIMATED REFERENCES. NO SPECIAL PROVISIONS ARE CALLED OUT FOR STANDARD UNIT CHANGES BETWEEN VOLUME AND WEIGHT FOR ALL LINE ITEMS LISTED. THE CONTRACTOR IS TO MAKE NOTE OF ALL DIFFERENCES IN UNITS.

MODIFY THE CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS FOR PUBLIC IMPROVEMENTS SECTION 0105 MEASUREMENT AND PAYMENT AS FOLLOWS:

01400-40 MISCELLANEOUS DEMOLITION
THIS ITEM SHALL BE PAID ON A LUMP SUM BASIS. MISCELLANEOUS DEMOLITION INCLUDES ALL ITEMS NOT ASSOCIATED WITH PAVEMENT REMOVAL OR ELECTRICAL DEMOLITION SPECIFICALLY CALLED OUT ON PLAN SHEET CD-01. EXISTING FEATURES AND DEMOLITION PLAN MISCELLANEOUS DEMOLITION ITEMS INCLUDE, BUT ARE NOT LIMITED TO, REMOVAL AND SALVAGE OF EXISTING TRAFFIC SIGNS AND REMOVAL OF STORM SEWER. REFER TO PLAN SHEET CD-01 FOR SPECIFIC ITEMS INCLUDED.

02100-20 STABILIZED SUBGRADE WITH CRUSHED ROCK MATERIAL
THIS ITEM IS A BID ALLOWANCE. PLACEMENT OF STABILIZED SUBGRADE WILL ONLY BE AT THE OWNER'S DISCRETION. FINAL PAYMENT WILL BE MADE BASED ON TRENCH TICKETS PROVIDED TO THE OWNER.

02400-01 STORM SEWER MAIN
BEDDING AND OBTAINABLE BACK FILL MATERIAL IN THE PIPE TRENCH ARE INCIDENTAL.

02700-78 SIDEWALK RAMP TRUNCATED DOMES
THIS ITEM SHALL BE PAID ON AN AREA AS SET FORTH IN THE CONTRACT DOCUMENTS AND MEASURED BY THE OWNER. ALL TRUNCATED DOME SECTIONS ON PROPOSED RAMP SHALL BE INSTALLED PER THE STANDARD DETAILS FOR PUBLIC IMPROVEMENTS AND BE BRICK RED IN COLOR. THE COLOR SHALL BE INTEGRAL FOR THE ENTIRE DEPTH OF THE TRUNCATED DOME SECTION. PRE-FABRICATED TILE TRUNCATED DOMES DESIGNED TO BE SET IN PLASTIC CONCRETE. THERE IS ONE ACCEPTABLE METHOD FOR CONSTRUCTION AND INSTALLATION OF TRUNCATED DOMES. ACCEPTABLE PRODUCT IS ARMOR TILE TOAST INFILL OR APPROVED EQUIVALENT.

02850-01 PAVEMENT MARKINGS AND SYMBOLS
THIS ITEM SHALL BE PAID ON A LUMP SUM BASIS. REFER TO PLAN SHEET CD-01 FOR MARKINGS AND SYMBOLS INCLUDED IN THIS ITEM. MARKINGS INCLUDE, BUT ARE NOT LIMITED TO, PARKING STALL STRIPES AND NO PARKING AREA HATCHES. SYMBOLS INCLUDE, BUT ARE NOT LIMITED TO, HORIZONTAL SYMBOLS, LINE DIRECTIONAL ARROWS, AND TRAFFIC TABLE CHEVRONS.

02900-01 IMPORTED TOPSOIL
NO MEASUREMENT WILL BE MADE OF THE VOLUME OF IMPORTED TOPSOIL. STRIP, STOCKPILE, AND RESPREAD OF EXISTING TOPSOIL IS INCIDENTAL (APPROXIMATELY 130 CY).

02900-11 HYDROSEEDING
THIS ITEM SHALL BE PAID ON A LUMP SUM BASIS. NO MEASUREMENT WILL BE MADE FOR THE AREA SEEDING. REFER TO PLAN SHEET CD-01 GRADING AND EROSION CONTROL FOR GRADING AND SEEDING LIMITS. REFER TO ITEM C. SECTION 02900 SEEDING IN THE PROJECT MANUAL FOR REQUIRED SEEDING SPECIFICATION FOR THIS PROJECT.

16010-01 SITE ELECTRICAL AND LIGHTING
THIS ITEM SHALL BE PAID ON A LUMP SUM BASIS. REFER TO PLANS SHEETS ED-01 ELECTRICAL SITE DEMOLITION PLAN ED-01 ELECTRICAL SITE PLAN, AND EA-01 SYMBOLS, DETAILS, SCHEDULES, AND GENERAL NOTES FOR INCLUDED ITEMS.

SHIVE-HATTERY
ARCHITECTURAL ENGINEERING
310 Second Street SE, Suite 200 | Cedar Rapids, IA 52401
319.394.2227 | info@shive-hattery.com | www.shive-hattery.com
James H. Shive | William H. Hattery



LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

801 East Main St, Boone, IA 52008

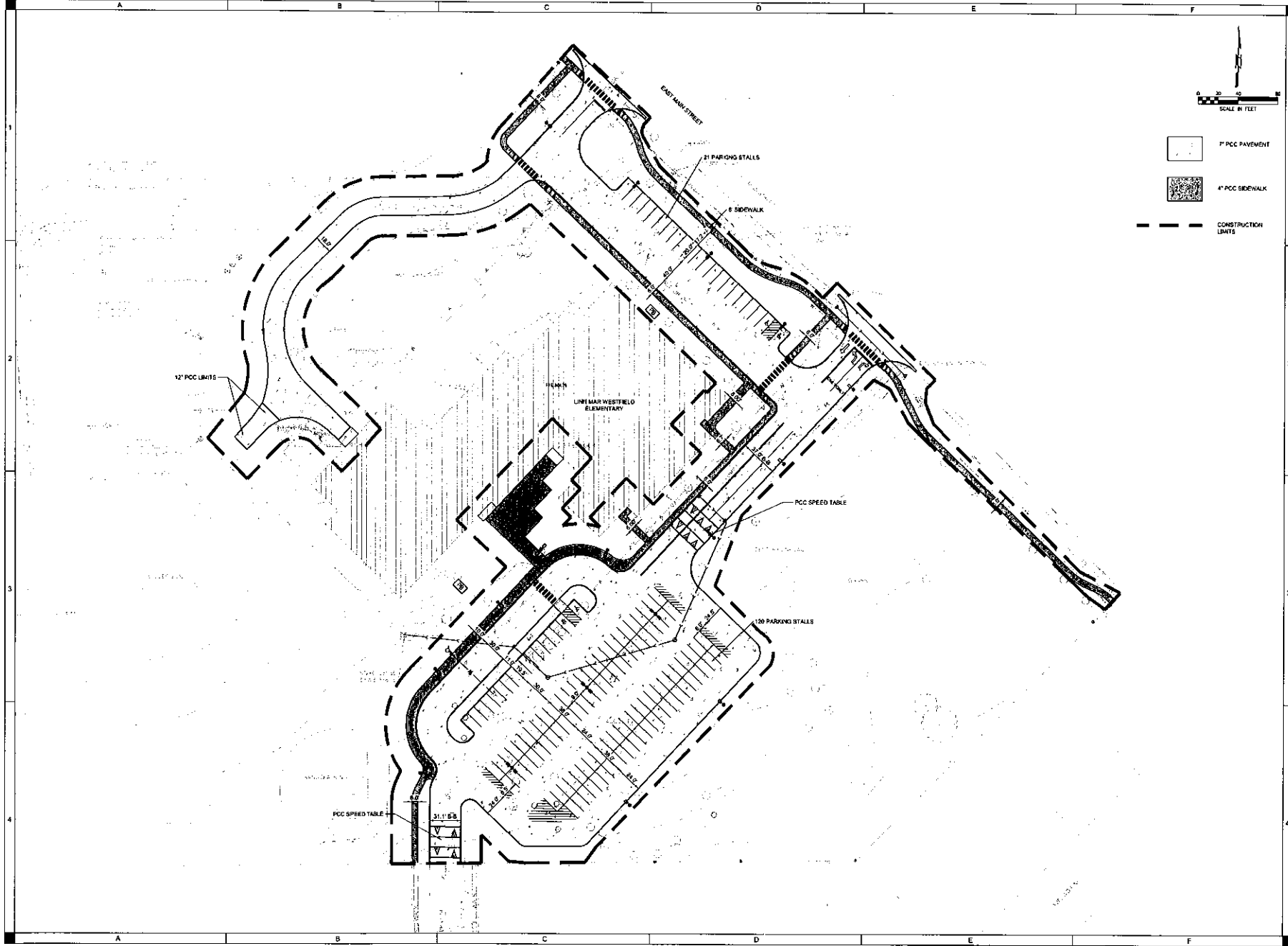
PRELIMINARY
- NOT FOR
CONSTRUCTION

DESIGNED BY: _____
CHECKED BY: _____
PROJECT NO.: _____
FIELD NO.: _____
CLIENT NO.: _____

QUANTITIES AND
ESTIMATED
REFERENCES

G0.03

PROJECT: LINN MAR CSD WESTFIELD PARKING LOT RECONSTRUCTION
DATE: 10/20/2023
DRAWN BY: J. HARRIS
CHECKED BY: J. HARRIS
APPROVED BY: J. HARRIS



C0.01

OVERALL SITE
LAYOUT

DESIGNER:	DATE:
APPROVED:	10/20/2023
ISSUED FOR:	10/20/2023
DATE:	10/20/2023
PROJECT:	10/20/2023
FILED BOOK:	10/20/2023
CLIENT NO:	10/20/2023

PRELIMINARY
- NOT FOR
CONSTRUCTION

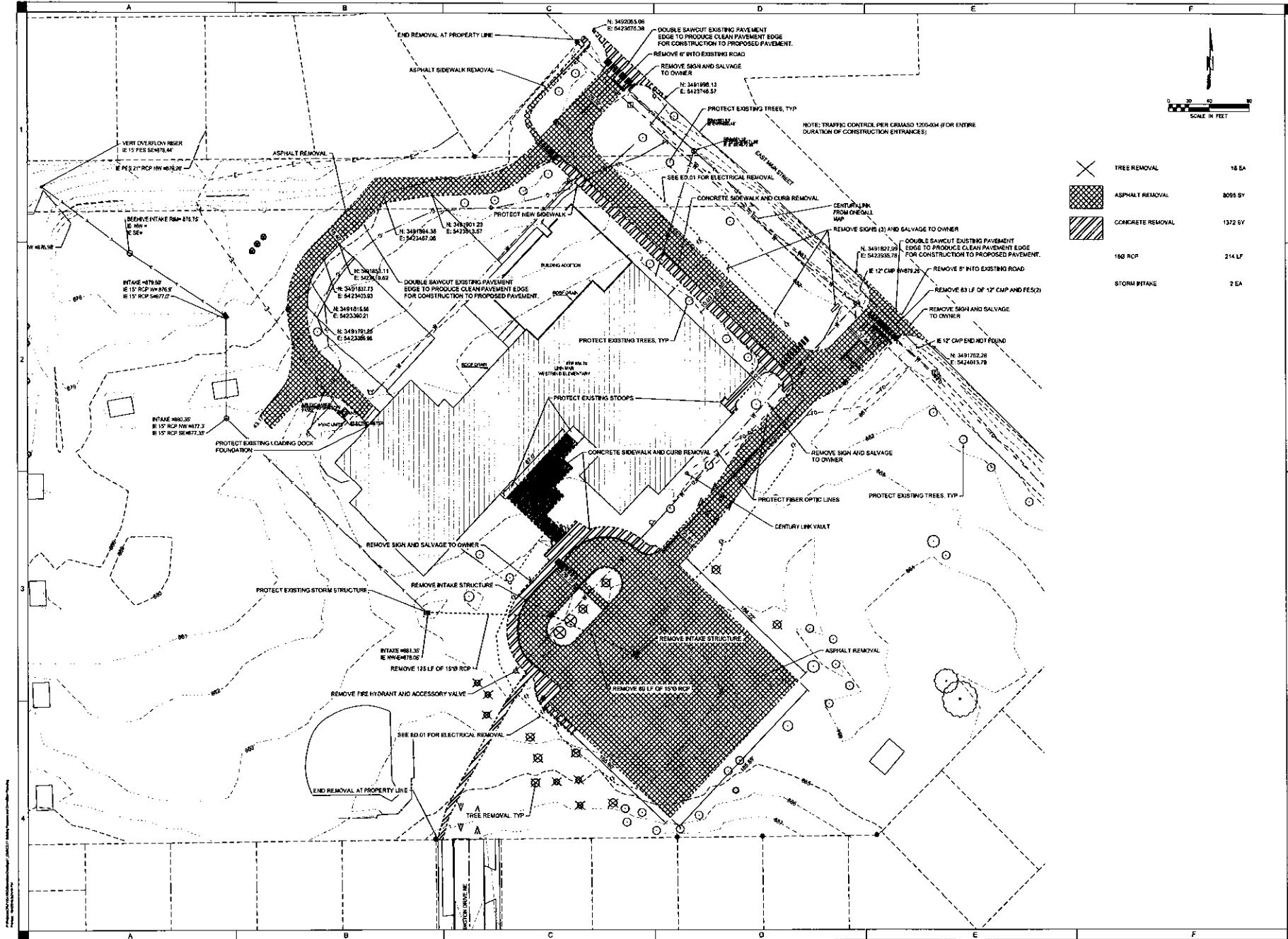
LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION



SHIVE-HATTERY
ARCHITECTS ENGINEERS PLANNING
318 South 10th Street, Suite 100
Des Moines, IA 50319
Phone: (515) 281-1111
Fax: (515) 281-1112
www.shivehattery.com



LINN-MAR
COMMUNITY SCHOOL DISTRICT



SHIVE-HATTERY
ARCHITECTURAL ENGINEERING

238 Second Street SE, Suite 300 | Cedar Rapids, IA 52401
319.396.0227 | Fax: 319.396.0251 | www.shive-hattery.com

Kevin E. Shive, P.E. | Michael J. Hattery, P.E.

**PRELIMINARY
- NOT FOR
CONSTRUCTION**

DATE: 10/14/2020
DRAWN: J. L. LIND
CHECKED: J. L. LIND
CLIENT NO:

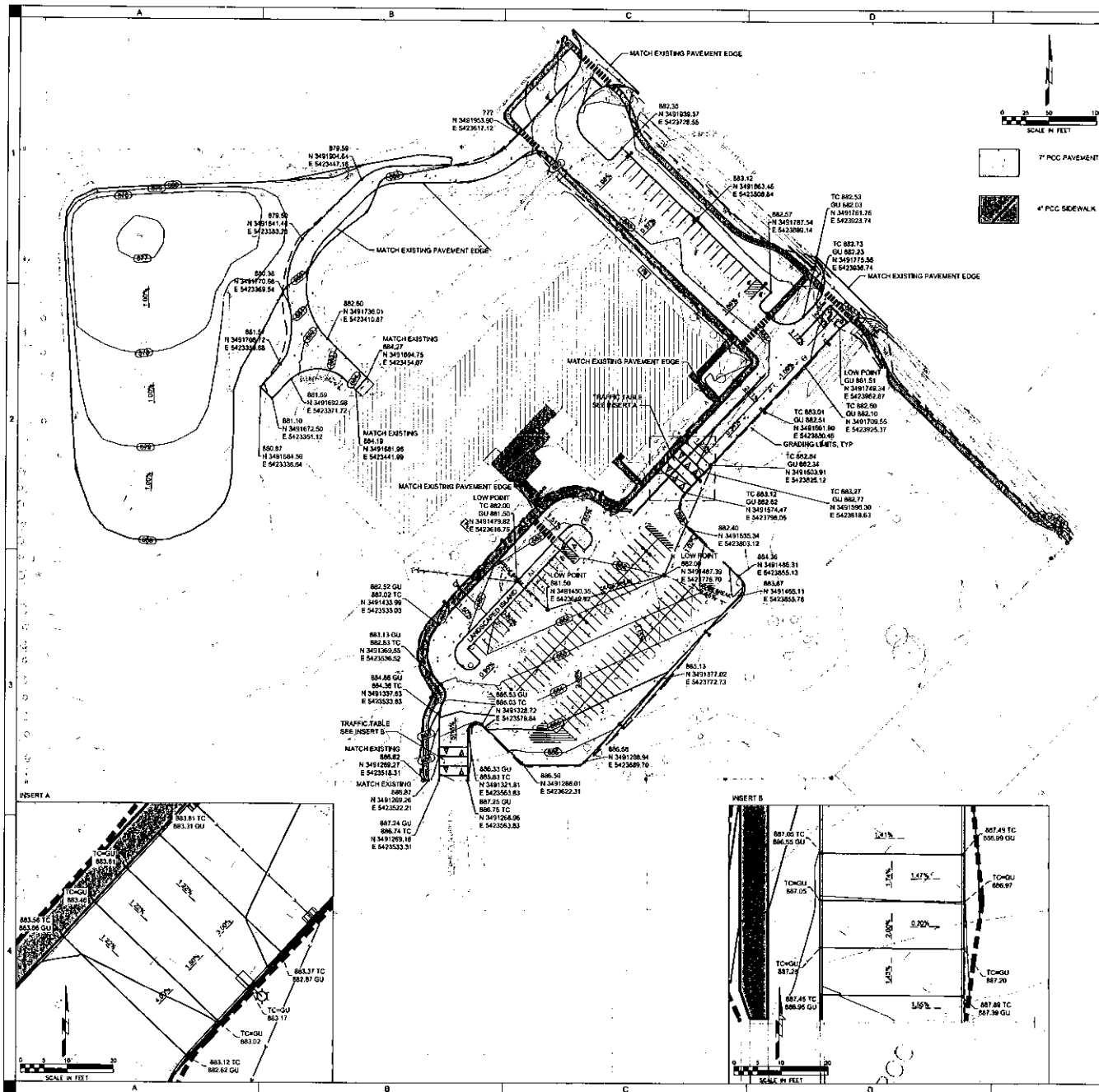
**EXISTING
FEATURES AND
DEMOLITION PLAN**

CD.01

**LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION**

901 East Main St., Rapids, IA 52209

X	TREE REMOVAL	18 EA
	ASPHALT REMOVAL	8095 SY
	CONCRETE REMOVAL	1372 SY
	15" RCP	214 LF
	STORM INTAKE	2 EA



GENERAL NOTES

- CONTRACTOR SHALL PERIODICALLY INSPECT AND REMOVE ANY SEDIMENTS FROM THE DETENTION BASIN. ANY SOL MATERIAL OR OTHER CONSTRUCTION WASTE THAT ENTERS THE EXISTING DETENTION BASIN FROM THE CONSTRUCTION SITE ARE THE SOLE RESPONSIBILITY OF THE CONTRACTOR TO REMOVE AT NO ADDITIONAL COST TO THE OWNER. ALSO, ANY MATERIAL OR PROPERTY REPAIR REQUIRED DUE TO SOIL EROSION ARE THE SOLE RESPONSIBILITY OF THE CONTRACTOR AT NO ADDITIONAL COST TO THE OWNER.
- STORM SEWER BEDDING, BACKFILL, AND PIPE MATERIAL: SEE DETAIL 7 SHEET C501 FOR INFORMATION AND SPECIFICATIONS CONCERNING THESE ITEMS.
- SEE SHEET C102, STORMWATER POLLUTION PREVENTION PLAN FOR LOCATION OF TEMPORARY EROSION CONTROL BARRIERS.
- ALL SPOT ELEVATIONS SHOWN ON THIS SHEET ARE TOP OF SUBGRADE ELEVATIONS UNLESS SPECIFICALLY INDICATED OTHERWISE. REFER TO SHEET C03 PAVEMENT LAYOUT AND SPOT ELEVATIONS FOR DETAILED SPOT ELEVATIONS AND PAVEMENT SLOPES.

SITE PREPARATION NOTES

- PROTECT ADJACENT PROPERTY DURING CONSTRUCTION.
- CONSTRUCTION LIMITS ARE THE EXISTING PROPERTY LINES UNLESS NOTED OTHERWISE.
- MAINTAIN POSITIVE GRADE ON THE SITE THROUGHOUT THE PROJECT DURATION.
- PROVIDE WASTE AREAS OR DISPOSAL SITES FOR EXCESS MATERIAL (EXCAVATED MATERIAL OR BROKEN CONCRETE) WHICH IS NOT TO BE INCORPORATED INTO THE WORK INVOLVED ON THIS PROJECT. NO PAYMENT FOR OVERHAUL WILL BE ALLOWED FOR MATERIAL Hauled TO THESE SITES. NO MATERIAL SHALL BE PLACED WITHIN THE EASEMENTS, UNLESS SPECIFICALLY STATED IN THE PLANS OR APPROVED BY THE ENGINEER. THE CONTRACTOR SHALL APPLY NECESSARY MOISTURE TO THE CONSTRUCTION AREA AND TEMPORARY Haul ROADS TO PREVENT THE SPREAD OF DUST. OFF-SITE DISPOSAL SHALL BE IN ACCORDANCE WITH THE APPLICABLE GOVERNMENTAL REGULATIONS.
- KEEP ADJACENT PUBLIC STREETS FREE FROM SOIL AND DEBRIS GENERATED BY THE PROJECT. CLEAN SOIL AND DEBRIS FROM THE ADJACENT STREETS ON A DAILY BASIS.
- REMOVAL OR ABANDONMENT OF PUBLIC UTILITIES SHALL BE FULLY COORDINATED WITH APPROPRIATE UTILITY SUPPLIER AND REGULATORY AGENCIES.
- WHERE A SECTION OF PAVEMENT, CURB AND GUTTER OR SIDEWALK IS CUT OR OTHERWISE DAMAGED BY THE CONTRACTOR, THE ENTIRE SECTION SHALL BE REMOVED AND REPLACED. PAVEMENT, CURBS, GUTTERS AND SIDEWALKS SHALL BE REMOVED A MINIMUM OF TWO FEET BEYOND THE EDGE OF THE TRENCH CUT AND TO THE NEAREST JOINT.
- SAVOUT EDGES OF PAVEMENT FULL DEPTH PRIOR TO REMOVAL TO PREVENT DAMAGE TO ADJACENT SLABS AND FIXTURES.
- THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE REMOVAL OF ALL EXISTING CONCRETE/ASPHALT STRUCTURES ON THE SITE AS SHOWN ON THE PLANS. THE REMOVAL INCLUDES DRIVEWAYS, CURBS AND GUTTER, SIDEWALK, FLOOR AND WALLS.
- REFER TO THE PROJECT MANUAL FOR INFORMATION CONCERNING SOIL BORINGS. THE CONTRACTOR SHALL BEAR ALL COSTS AND RESPONSIBILITY FOR SOIL INVESTIGATION ABOVE AND BEYOND THE INCLUDED SOIL INFORMATION IF DEEMED NECESSARY FOR THE PREPARATION OF THE BD.

GRADING NOTES

- DO NOT PLACE, SPREAD, OR COMPACT ANY FILL MATERIAL DURING UNFAVORABLE WEATHER CONDITIONS AND DO NOT RESUME COMPACTING OPERATIONS UNTIL MOISTURE CONTENT AND DENSITY OF IN-PLACE FILL MATERIAL ARE WITHIN SPECIFIED LIMITS.
- MAINTAIN OPTIMUM MOISTURE CONTENT OF FILL MATERIALS TO ATTAIN REQUIRED COMPACTION DENSITY. REFER TO THE GEOTECHNICAL ENGINEERING REPORT FOR OPTIMUM MOISTURE CONTENT RANGES FOR FILL MATERIALS.
- STRIP TOP SOIL IF DEEP OR TO A DEPTH ENCOUNTERED IN THE FIELD. PLEASE NOTE TOP SOIL DEPTHS MAY VARY ON-SITE. REFER TO THE GEOTECHNICAL ENGINEERING REPORT FOR SPECIFIC TOP SOIL DEPTHS BASED UPON THE SOIL INVESTIGATIONS OF THE SITE. REFER TO STORMWATER POLLUTION PREVENTION PLAN FOR TEMPORARY SOIL STOCKPILE LOCATION.
- FILL MATERIAL SHALL BE SOIL OR SOIL AND ROCK MIXTURE FREE FROM ORGANIC MATERIAL AND OTHER DELETERIOUS SUBSTANCES. IT SHALL CONTAIN NO ROCKS OR LUMPS OF 6 INCHES IN GREATEST DIMENSION AND NOT MORE THAN 15% OF THE ROCKS OR LUMPS SHALL BE LARGER THAN 2-1/2 INCHES IN GREATEST DIMENSION.
- PLACE FILL MATERIAL IN MAXIMUM 8\"/>
- PLACE FILL MATERIAL OF LOW PLASTICITY COHESIVE SOILS WITHIN -2% TO +3% OF OPTIMUM MOISTURE CONTENT. FOR GRAHULAR MATERIAL, THE ACCEPTABLE RANGE IS -3% TO +3% OF OPTIMUM MOISTURE CONTENT.
- USE TYPE "A" COMPACTION ON SUBGRADE AND SUBBASE, TYPE "A" COMPACTION PER IOWA DOT STANDARD SPECIFICATION FOR HIGHWAY AND BRIDGE CONSTRUCTION SECTION 210.03.
- IN THE PARKING LOT AREA, SCARIFY AND RECOMPACT TOP 8\"/>
- PLACE ANY GRANULAR MATERIAL BENEATH FOUNDATIONS AND LIGHTLY-LOADED SLABS COMPACTED TO 96% STANDARD PROCTOR DENSITY PER ASTM D1556.
- PROOF-ROLL SUBGRADE AND SUBBASE WITH A MINIMUM 25 TON GVW TRUCK TO IDENTIFY AREAS OF SOFT OR UNSTABLE SUBGRADE. REMOVE AND REPLACE UNSTABLE AREAS WITH SUITABLE COMPACTED MATERIAL.
- SCARIFY SUBGRADE TO DEPTH OF 3 INCHES WHERE TOPSOIL IS SCHEDULED. SCARIFY AREAS WHERE EQUIPMENT USED FOR HAULING AND SPREADING TOP SOIL HAS CAUSED COMPACTED SUBGRADE.
- RESPIREAD STOCKPILE OF TOP SOIL AROUND OUTSIDE PERIMETER OF PARKING LOT AND SIDEWALK.

SEEDING NOTES

- ALL DISTURBED AREAS NOT PAVED OR HARD SURFACE ON THE SITE SHALL RECEIVE 8\"/>
- CONTRACTOR TO NOTE MODIFICATIONS TO THE CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS SECTION 0200 SEEDING IN THE PROJECT MANUAL, SECTION 01 2200 UNIT PRICES AND SPECIAL PROVISIONS.
- ALL DISTURBED AREAS SHALL BE SEED, FERTILIZED AND MULCHED IN ACCORDANCE WITH CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS SECTION 0200. SPRING SEEDING SHALL BE COMPLETED BETWEEN MARCH 15 AND JUNE 15. FALL SEEDING SHALL BE COMPLETED BETWEEN AUGUST 1 AND OCTOBER 15.
- USE URBAN SEED MIXTURE TYPE 1A, LAWN MIXTURE, SUNNY CONDITIONS PER CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS SECTION 0200-2.01 FOR DISTURBED AREAS WITHIN THE PROPERTY LIMITS.
- ALL SEED AREAS SHALL BE MULCHED PER CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS SECTION 0200-2.06, HYDROSEEDING (HYDRAULIC SEEDING).
- MAINTAIN ANY SEED AREAS UNTIL AN ADEQUATE STAND OF GRASS HAS BEEN ESTABLISHED. RESEED ANY AREAS AS NECESSARY DURING MAINTENANCE PERIOD.

SHIVE-HATTERY
ARCHITECTURAL ENGINEERING



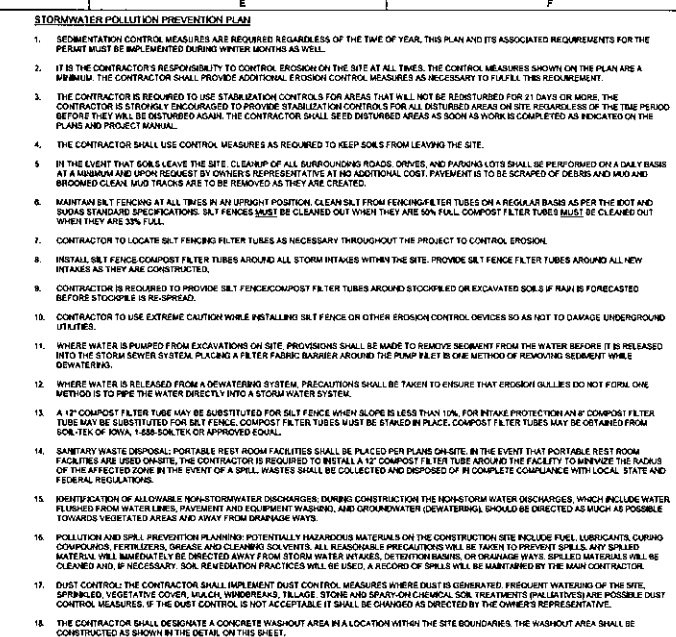
LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

PRELIMINARY
- NOT FOR
CONSTRUCTION

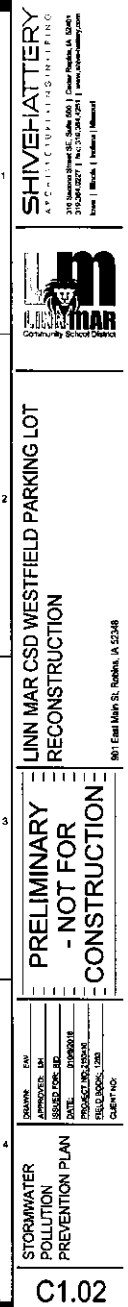
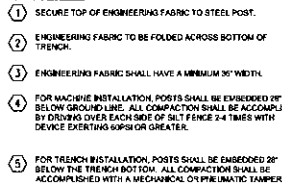
DESIGNED BY: [blank]
APPROVED BY: [blank]
REVIEWED BY: [blank]
PROJECT MANAGER: [blank]
FIELD NOOK: 1703
CLIENT NO: [blank]

GRADING PLAN

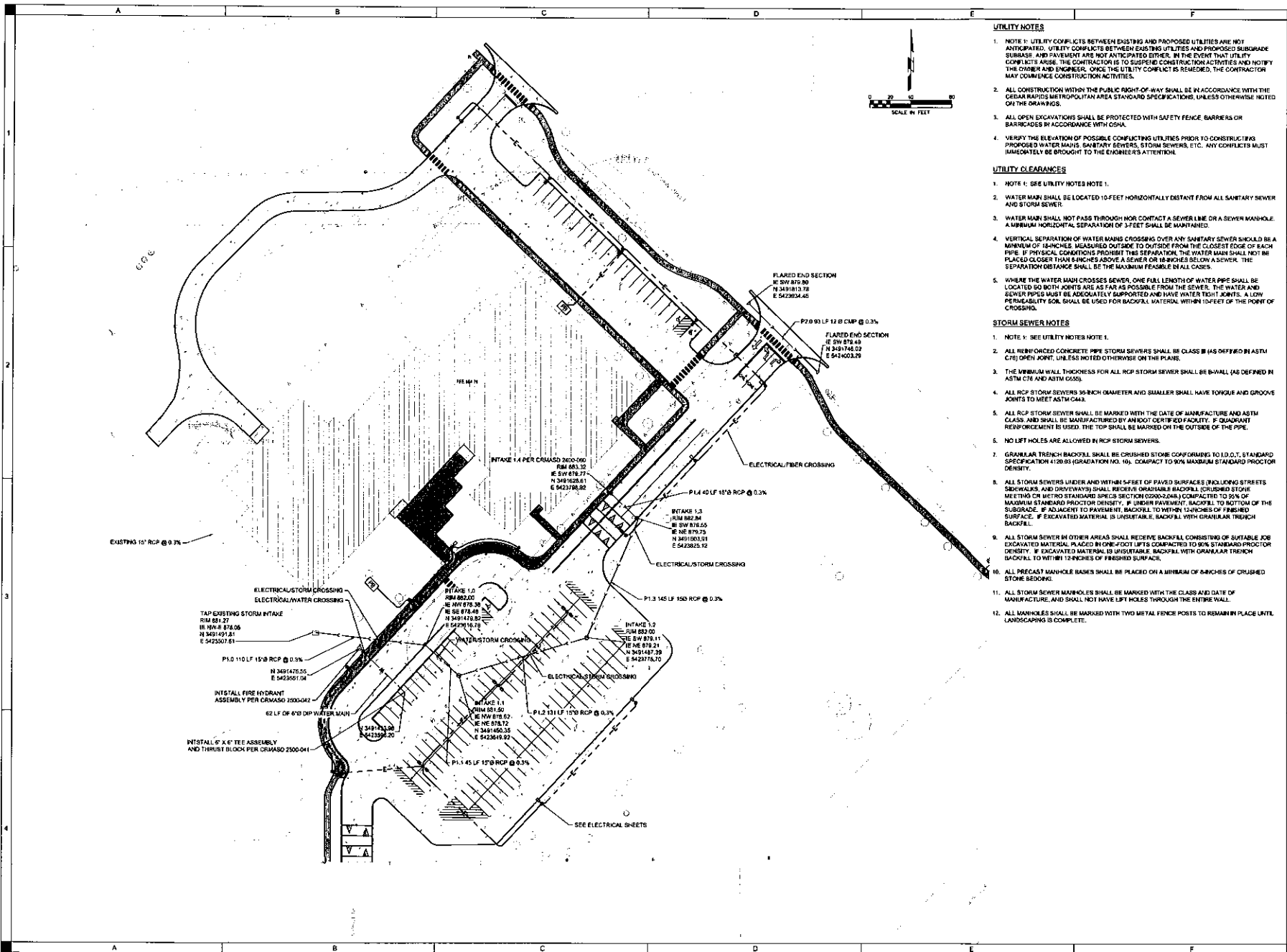
C1.01



4. SEED ALL DISTURBED AREAS EXPOSED FOR MORE THAN 21 DAYS PER RESTORATION NOTES.



PROJECT: Linn-Mar CSD Westfield Parking Lot Reconstruction
DATE: 08/14/2018
DRAWN BY: J. H. HARRIS
CHECKED BY: J. H. HARRIS
APPROVED BY: J. H. HARRIS



UTILITY NOTES

- NOTE 1: UTILITY CONFLICTS BETWEEN EXISTING AND PROPOSED UTILITIES ARE NOT ANTICIPATED. UTILITY CONFLICTS BETWEEN EXISTING UTILITIES AND PROPOSED SUBGRADE, SUBBASE, AND PAVEMENT ARE NOT ANTICIPATED EITHER. IN THE EVENT THAT UTILITY CONFLICTS DO OCCUR, THE CONTRACTOR IS TO SUSPEND CONSTRUCTION ACTIVITIES AND NOTIFY THE OWNER AND ENGINEER. ONCE THE UTILITY CONFLICT IS REMEDIED, THE CONTRACTOR MAY COMMENCE CONSTRUCTION ACTIVITIES.
- ALL CONSTRUCTION WITHIN THE PUBLIC RIGHT-OF-WAY SHALL BE IN ACCORDANCE WITH THE CEDAR RAPIDS METROPOLITAN AREA STANDARD SPECIFICATIONS, UNLESS OTHERWISE NOTED ON THE DRAWINGS.
- ALL OPEN EXCAVATIONS SHALL BE PROTECTED WITH SAFETY FENCE, BARRIERS OR BARRICADES IN ACCORDANCE WITH CDMA.
- VERIFY THE ELEVATION OF POSSIBLE CONFLICTING UTILITIES PRIOR TO CONSTRUCTING PROPOSED WATER MAINS, SANITARY SEWERS, STORM SEWERS, ETC. ANY CONFLICTS MUST IMMEDIATELY BE BROUGHT TO THE ENGINEER'S ATTENTION.

UTILITY CLEARANCES

- NOTE 1: SEE UTILITY NOTES NOTE 1.
- WATER MAIN SHALL BE LOCATED 10-FOOT HORIZONTALLY DISTANT FROM ALL SANITARY SEWER AND STORM SEWERS.
- WATER MAIN SHALL NOT PASS THROUGH NOR CONTACT A SEWER LINE OR A SEWER MANHOLE. A MINIMUM HORIZONTAL SEPARATION OF 3-FOOT SHALL BE MAINTAINED.
- VERTICAL SEPARATION OF WATER MAINS CROSSING OVER ANY SANITARY SEWER SHOULD BE A MINIMUM OF 18-INCHES, MEASURED OUTSIDE TO OUTSIDE FROM THE CLOSEST EDGE OF EACH PIPE. IF PHYSICAL CONDITIONS PROHIBIT THIS SEPARATION, THE WATER MAIN SHALL NOT BE PLACED CLOSER THAN 18-INCHES ABOVE A SEWER OR 18-INCHES BELOW A SEWER. THE SEPARATION DISTANCE SHALL BE THE MAXIMUM FEASIBLE IN ALL CASES.
- WHERE THE WATER MAIN CROSSES SEWER, ONE FULL LENGTH OF WATER PIPE SHALL BE LOCATED SO BOTH JOINTS ARE AS FAR AS POSSIBLE FROM THE SEWER. THE WATER AND SEWER PIPES MUST BE ADEQUATELY SUPPORTED AND HAVE WATER TIGHT JOINTS. A LOW PERMEABILITY SOIL SHALL BE USED FOR BACKFILL MATERIAL WITHIN 10-FOOT OF THE POINT OF CROSSING.

STORM SEWER NOTES

- NOTE 1: SEE UTILITY NOTES NOTE 1.
- ALL REINFORCED CONCRETE PIPE STORM SEWERS SHALL BE CLASS III (AS DEFINED IN ASTM C754) OPEN JOINT, UNLESS NOTED OTHERWISE ON THE PLANS.
- THE MINIMUM WALL THICKNESS FOR ALL RCP STORM SEWER SHALL BE 8-INCH (AS DEFINED IN ASTM C754 AND ASTM C900).
- ALL RCP STORM SEWERS 36-INCH DIAMETER AND SMALLER SHALL HAVE TONGUE AND GROOVE JOINTS TO MEET ASTM C900.
- ALL RCP STORM SEWER SHALL BE MARKED WITH THE DATE OF MANUFACTURE AND ASTM CLASS, AND SHALL BE MANUFACTURED BY AN ADOPTED CERTIFIED FACILITY. IF QUADRANT REINFORCEMENT IS USED, THE TOP SHALL BE MARKED ON THE OUTSIDE OF THE PIPE.
- NO LIFT HOLES ARE ALLOWED IN RCP STORM SEWERS.
- GRANULAR TRENCH BACKFILL SHALL BE CRUSHED STONE CONFORMING TO I.D.O.T. STANDARD SPECIFICATION 4120.81 (GRADATION NO. 10), COMPACT TO 90% MAXIMUM STANDARD PROCTOR DENSITY.
- ALL STORM SEWERS UNDER AND WITHIN A SET OF PAVED SURFACES (INCLUDING STREETS, SIDEWALKS, AND DRIVEWAYS) SHALL RECEIVE DRAINABLE BACKFILL (CRUSHED STONE MEETING OR BETTER STANDARD SPEC SECTION 02000.0204) COMPACTED TO 95% OF MAXIMUM STANDARD PROCTOR DENSITY. IF UNDER PAVEMENT, BACKFILL TO BOTTOM OF THE SUBGRADE. IF ADJACENT TO PAVEMENT, BACKFILL TO WITHIN 12-INCHES OF FINISHED SURFACE. IF EXCAVATED MATERIAL IS UNSUITABLE, BACKFILL WITH GRANULAR TRENCH BACKFILL.
- ALL STORM SEWER IN OTHER AREAS SHALL RECEIVE BACKFILL CONSISTING OF SUITABLE JOB EXCAVATED MATERIAL PLACED IN ONE-FOOT LIFTS COMPACTED TO 90% STANDARD PROCTOR DENSITY. IF EXCAVATED MATERIAL IS UNSUITABLE, BACKFILL WITH GRANULAR TRENCH BACKFILL TO WITHIN 12-INCHES OF FINISHED SURFACE.
- ALL PRECAST MANHOLE BASES SHALL BE PLACED ON A MINIMUM OF 6-INCHES OF CRUSHED STONE BEDDING.
- ALL STORM SEWER MANHOLES SHALL BE MARKED WITH THE CLASS AND DATE OF MANUFACTURE, AND SHALL NOT HAVE LIFT HOLES THROUGH THE ENTIRE WALL.
- ALL MANHOLES SHALL BE MARKED WITH TWO METAL FENCE POSTS TO REMAIN IN PLACE UNTIL LANDSCAPING IS COMPLETE.

SHIVE-HATTERY
REGISTERED PROFESSIONAL ENGINEER
1415 SOUTH STREET, SUITE 200
CEDAR RAPIDS, IA 52402
PHONE: 319.244.1111
FAX: 319.244.1112
www.shive-hattery.com



LINN-MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

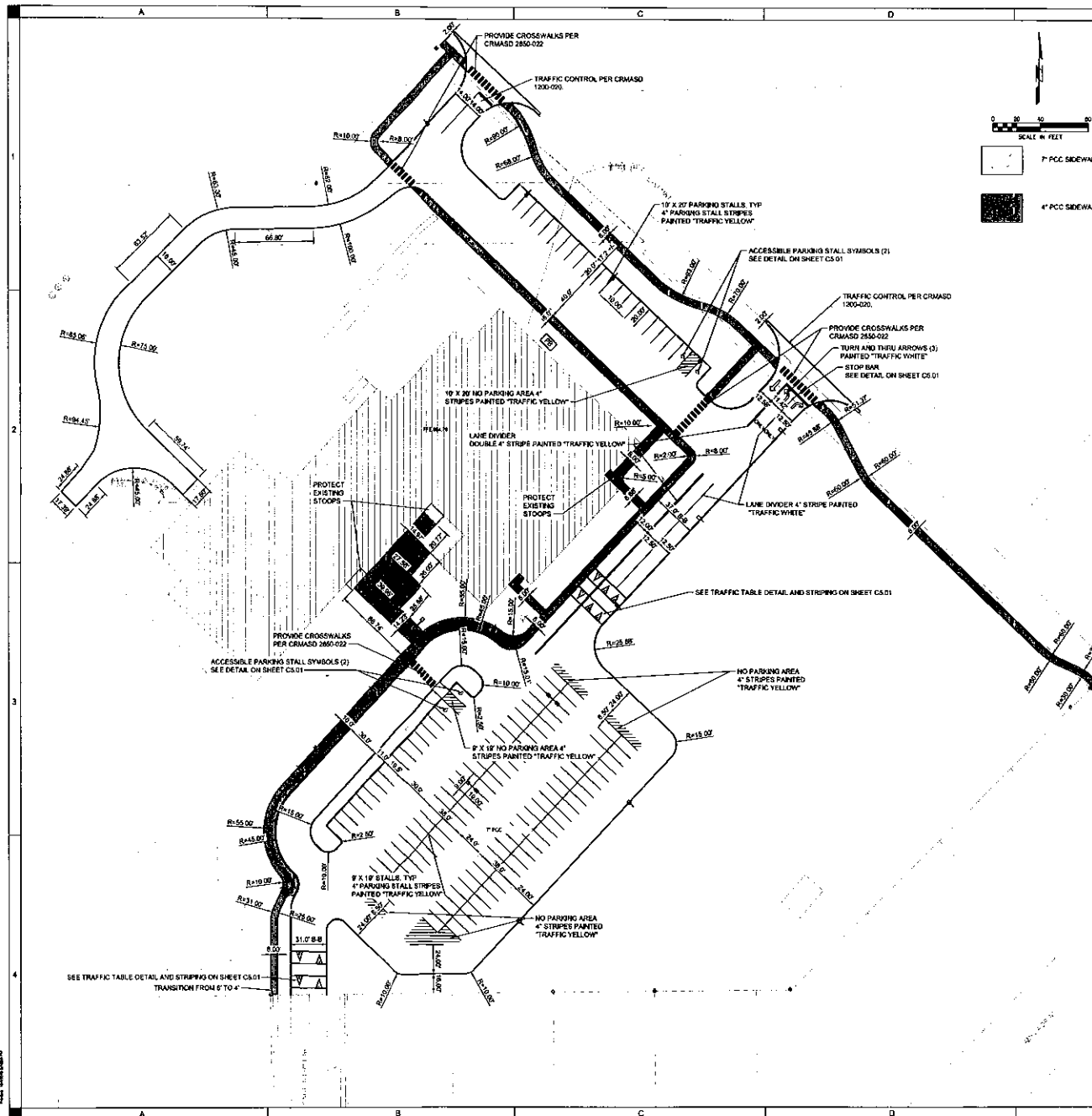
PRELIMINARY
- NOT FOR
CONSTRUCTION

DESIGN	FILED
APPROVED	DATE
ISSUED FOR	DATE
DATE	DATE
PROJECT NO.	DATE
PREPARED BY	DATE
CHECKED BY	DATE
APPROVED BY	DATE

UTILITY PLAN

C2.01

Lincoln County, Maine
Linn Mar CSD Westfield Parking Lot
Reconstruction
C3.01



PAVEMENT GENERAL NOTES

1. ALL PAVEMENT SECTION DETAILS ARE SHOWN ON SHEET C3.01. 7\"/>
2. ALL DIMENSIONS SHOWN ON THIS SHEET ARE REFERENCED TO BACK OF CURB/EDGE OF PAVEMENT/EDGE OF PARKING STALL UNLESS INDICATED OTHERWISE.
3. REFER TO SHEETS C3.00 PAVEMENT LAYOUT AND SPOT ELEVATIONS FOR DETAILED SPOT ELEVATIONS AND PAVEMENT SLOPES.
4. ALL PROPOSED PAVEMENT ADDITIONS ARE APPROXIMATE. EXTEND NEW PAVEMENT EDGE TO NEAREST EXISTING JOINT.
5. ALL SLOPES IN PAVEMENT SHALL BE UNIFORM TO AVOID PONDING.
6. REMOVE AND REPLACE OR RESTORE ALL STREET SIGNS, PAVEMENT MARKINGS, SIDEWALK LAMPS, SIDEWALKS, STEPS, LANDSCAPE STRUCTURES, CURB AND GUTTER, STREETS, DRIVEWAYS AND ALL OTHER SURFACE STRUCTURES REMOVED OR OTHERWISE DAMAGED DURING THE COURSE OF THE WORK. SIDEWALKS SHALL BE REMOVED AND REPLACED TO NEAREST JOINT BEYOND CONSTRUCTION AREA.
7. USE TYPE 1\"/>
8. PROOF-ROLL SUBGRADE WITH A MINIMUM 25 TON 3\"/>
9. SUBGRADE SHALL BE COMPACTED TO 95% OF MAXIMUM STANDARD PROCTOR DENSITY, AND SUBBASE SHALL BE COMPACTED TO 95% OF MAXIMUM STANDARD PROCTOR DENSITY PER ASTM D698. COMPACTATION TESTING SHALL BE COMPLETED BY THE OWNER.

POC PAVEMENT NOTES

1. MATERIALS AND CONSTRUCTION FOR PORTLAND CEMENT CONCRETE PAVEMENTS SHALL MEET THE REQUIREMENT OF EXOT STANDARD SPECIFICATION SECTION 2001.
2. INSTALL CURBS AND SIDEWALKS WHERE INDICATED ON PLANS. ALL NEW SIDEWALK SLABS SHALL BE A MINIMUM OF 4\"/>
3. CURBS SHALL BE CAST INTEGRAL WITH CONCRETE PAVEMENT UNLESS NOTED OTHERWISE. EDGES SHALL BE ROUNDED BUT NOT ROLLED.
4. IN ORDER TO AVOID ANY UNNECESSARY SURFACE BREAKS OR SPALLING, THE CONTRACTOR IS CAUTIONED TO EXERCISE EXTREME CARE WHEN PERFORMING ANY OF THE NECESSARY SAW CUTTING OPERATIONS.

HMA PAVEMENT NOTES

1. HOT MIX ASPHALT PAVEMENTS SHALL CONFORM TO MAINE METROPOLITAN AREA STANDARD SPECIFICATIONS SECTION 2710 AND SHALL BE PERFORMANCE GRADE PG 58-28 FOR BASE AND INTERMEDIATE COURSES AND PERFORMANCE GRADE PG 64-22 FOR SURFACE COURSES. (FOR REFERENCE ONLY - NOT APPLICABLE TO PHASE 3 OF THIS PROJECT)

PAVEMENT MARKING NOTES

1. PAINT PARKING STRIPS AND SIDEWALK CURBS \"TRAFFIC YELLOW\" WHERE SHOWN ON PLANS.
2. PAINT TRAFFIC DIRECTION ARROWS \"TRAFFIC WHITE\" AND FACE OF LIGHT POLE BASES \"TRAFFIC YELLOW\" WHERE SHOWN ON PLANS.
3. PAVEMENT MARKINGS SHALL BE PAINTED PER DOT STANDARD SPECIFICATIONS SECTION 2627.
4. PAINTING SHALL NOT BEGIN UNTIL PAVEMENT SURFACE HAS BEEN POWER BROOMED AND WIND SWIFT AS NECESSARY TO REMOVE LOOSE MATERIALS AND DIRT; AND NOT BEFORE ADEQUATE CURING TIME HAS BEEN OBTAINED ON THE PAVEMENT. MINIMUM CURING TIME FOR HMA PAVING SHALL BE 7 DAYS.
5. APPLY PAINT AT MANUFACTURER'S RECOMMENDED RATES IN TWO SEPARATE COATS FOR ALL PAVEMENT MARKINGS. ALL STRIPES ARE 4\"/>
6. RESTRIPE ALL SURFACE RESTORATION IN THIS CONTRACT INCLUDING ROADWAY CENTER LINES AND PARKING.

SHIVE-HATTERY
ARCHITECTURAL ENGINEERING



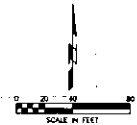
LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

PRELIMINARY
- NOT FOR
CONSTRUCTION

DESIGNED BY	DATE
DRAWN BY	DATE
CHECKED BY	DATE
APPROVED BY	DATE
CLIENT NO.	

PAVING, STRIPING,
AND SIGNAGE PLAN

C3.01

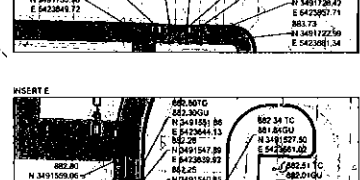
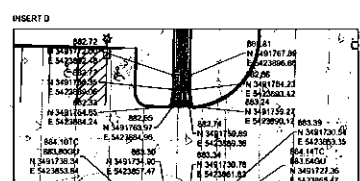
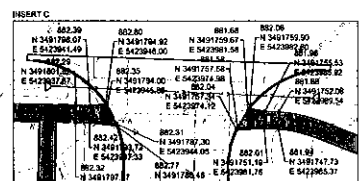
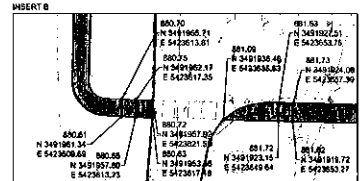
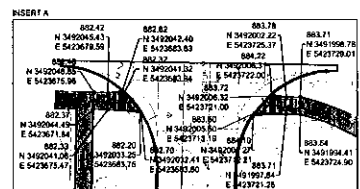
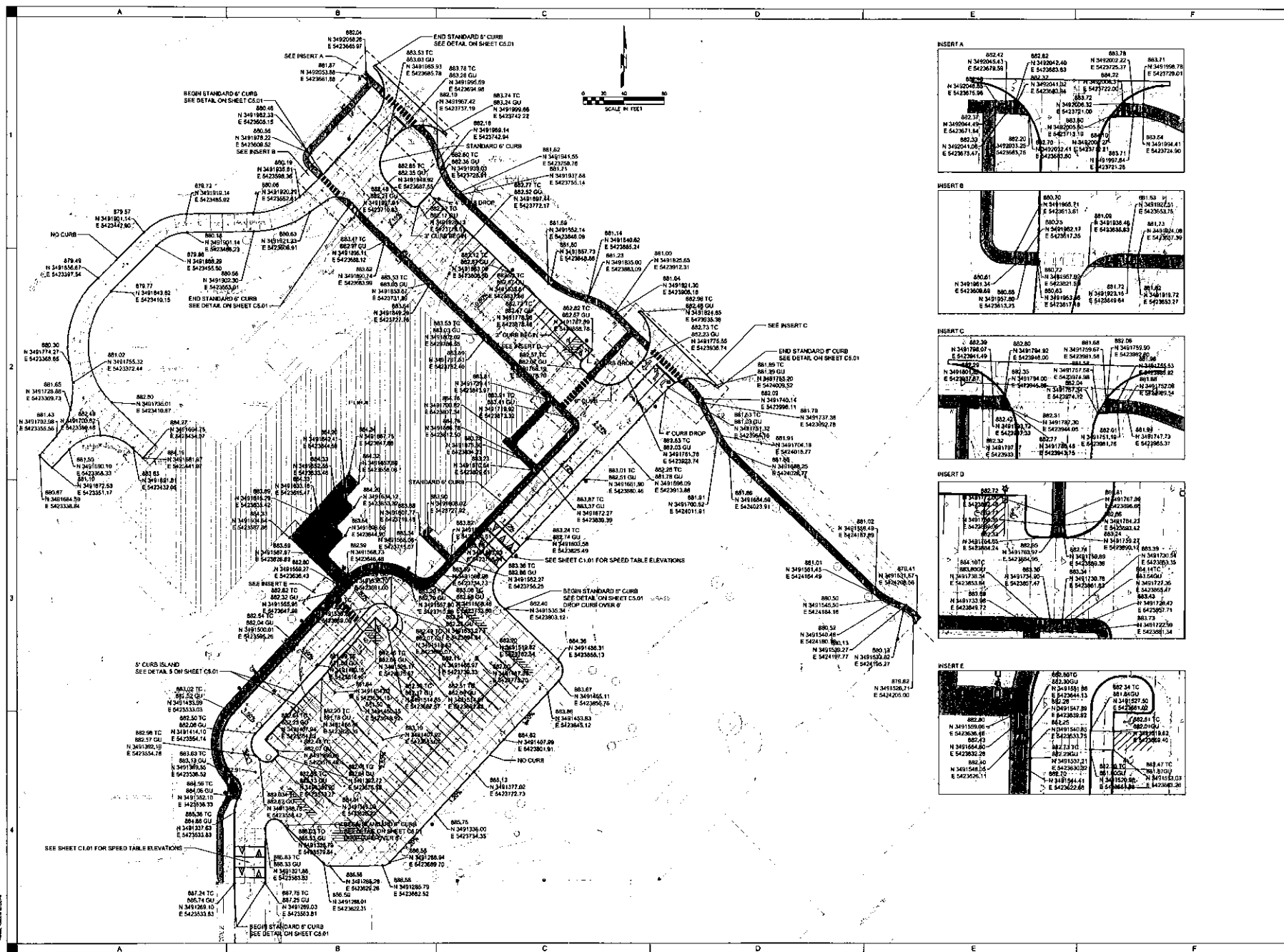


1. ANY JOINTMENT JOINTING PLAN SUBMITTED HERE WITH SHALL BE CONSIDERED SCHEMATIC IN NATURE. THE CONTRACTOR SHALL PROVIDE THE ENGINEER A FINAL JOINTMENT JOINTING PLAN FOR REVIEW AND APPROVAL PRIOR TO CONSTRUCTION.
2. ALL JOINT TYPES REFERRED TO IN THE FOLLOWING NOTES OR ELSEWHERE ON THE PLANS ARE DETAILED IN THE METRO STANDARD DETAILS 270-021 TRANSVERSE CONTRACTION JOINTS, 270-022 LONGITUDINAL CONTRACTION JOINTS, AND 270-023 EXPANSION JOINTS.
3. MAJOR BOXOUT DIMENSIONS SHALL BE CONSTRUCTED AS SHOWN. WHERE BOXOUT AND SURROUNDING PAVEMENT AREET JOINTS OCCUR, THE CONTRACTOR TO REFER TO METRO STANDARD DETAIL 270-001 FOR REPAIR ORIENTED REQUIREMENTS AND OTHER FIELD OBSERVATIONS AS NECESSARY.
4. ALL JOINTS, INCLUDING "TYPICAL" AND "TYPE" JOINTS, SHALL BE SEALED OR METRO STANDARD DETAILS 270-001 DETAIL C, 270-002 DETAIL A, AND "OR" METRO STANDARD SPECIFICATION SECTION 3.05 PAVEMENT AND EMBANKMENT JOINTS.
5. PAVEMENT JOINTS SHALL BE 14.0 M. MAXIMUM. REFER TO PLANS FOR TYPICAL JOINT SPACING.
6. PAVEMENT LONGITUDINAL JOINTS SHALL BE TYPE "TYP" OR 1-21, TYP.
7. PAVEMENT TRANSVERSE JOINTS SHALL BE TYPE "TYP".

901 East Main St. Boston, MA 02328

ORIGIN: FAY
 APPROVED: LH
 ISSUED FOR: IND
 DATE: 02/08/2015
 PROJECT: 07-NOV-215410
 FIELD BOOK: 1203
 CLIENT NO:

C3.02



SHVEHATTERY
ARCHITECTURAL ENGINEERING
3100 Sunset Drive SE, Suite 100 | Cedar Rapids, IA 52401
319.384.2227 | Fax: 319.384.2251 | www.shvehattery.com
James | Brian | Christine | Michael

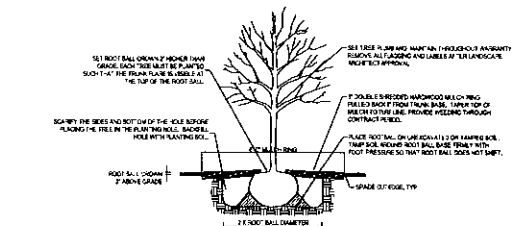


PRELIMINARY LAYOUT OF PAVEMENT, SPOT AND ELEVATIONS
NOT FOR CONSTRUCTION
LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

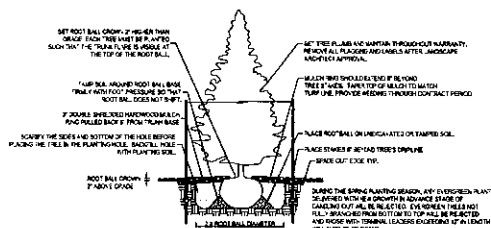
PRELIMINARY LAYOUT OF PAVEMENT, SPOT AND ELEVATIONS
NOT FOR CONSTRUCTION

DATE: 08/01/2018
DRAWN BY: JAMES SHVEHATTERY
CHECKED BY: MICHAEL SHVEHATTERY
PROJECT NO: 2018-001
FIELD BOOK: 120
CLIENT NO: 001

C3.03



1 DECIDUOUS TREE PLANTING
NOT TO SCALE

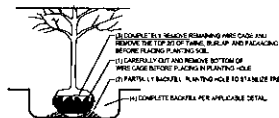


2 CONIFEROUS TREE PLANTING
NOT TO SCALE



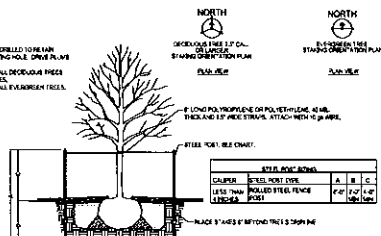
3 SHRUB AND PERENNIAL PLANTING BEDS AND SPADE OUT EDGE
NOT TO SCALE

PLANTING HOLE
CURVE ESTABLISHMENT PLANTING THE CONTRACTOR SHALL PROVIDE WEEDING, EROSION CONTROL, AND MAINTENANCE OF PLANTING HOLE. WEEDING SHALL BE NECESSARY TO MAINTAIN PLANTING HOLE.



4 ROOTBALL INSTALLATION
NOT TO SCALE

NOTES:
1. STEEL FOR 1\"/>



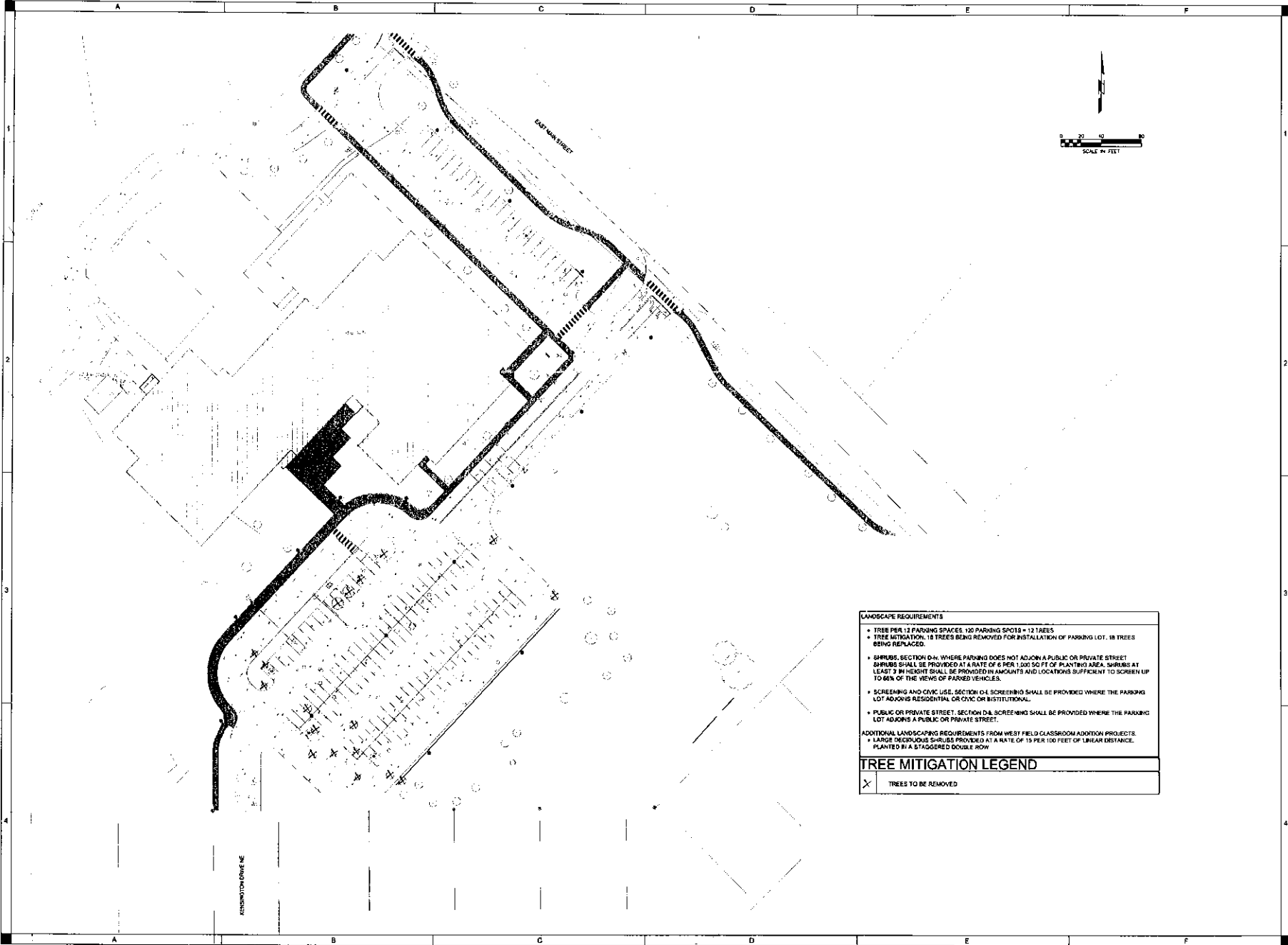
5 TREE STAKING DETAIL
NOT TO SCALE

NO.	DATE	DESCRIPTION
1	01/15/2021	ISSUED FOR PERMIT
2	02/15/2021	ISSUED FOR PERMIT
3	03/15/2021	ISSUED FOR PERMIT
4	04/15/2021	ISSUED FOR PERMIT
5	05/15/2021	ISSUED FOR PERMIT
6	06/15/2021	ISSUED FOR PERMIT
7	07/15/2021	ISSUED FOR PERMIT
8	08/15/2021	ISSUED FOR PERMIT
9	09/15/2021	ISSUED FOR PERMIT
10	10/15/2021	ISSUED FOR PERMIT
11	11/15/2021	ISSUED FOR PERMIT
12	12/15/2021	ISSUED FOR PERMIT

NO.	DATE	DESCRIPTION
1	01/15/2021	ISSUED FOR PERMIT
2	02/15/2021	ISSUED FOR PERMIT
3	03/15/2021	ISSUED FOR PERMIT
4	04/15/2021	ISSUED FOR PERMIT
5	05/15/2021	ISSUED FOR PERMIT
6	06/15/2021	ISSUED FOR PERMIT
7	07/15/2021	ISSUED FOR PERMIT
8	08/15/2021	ISSUED FOR PERMIT
9	09/15/2021	ISSUED FOR PERMIT
10	10/15/2021	ISSUED FOR PERMIT
11	11/15/2021	ISSUED FOR PERMIT
12	12/15/2021	ISSUED FOR PERMIT

NO.	DATE	DESCRIPTION
1	01/15/2021	ISSUED FOR PERMIT
2	02/15/2021	ISSUED FOR PERMIT
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9	09/15/2021	ISSUED FOR PERMIT
10	10/15/2021	ISSUED FOR PERMIT
11	11/15/2021	ISSUED FOR PERMIT
12	12/15/2021	ISSUED FOR PERMIT

Project: Linn-Mar CSD Westfield Parking Lot Reconstruction
Drawing: LMM-2023-001



LANDSCAPE REQUIREMENTS

- TREE PER 12 PARKING SPACES: 120 PARKING SPOTS = 12 TREES
- TREE MITIGATION: 18 TREES BEING REMOVED FOR INSTALLATION OF PARKING LOT, 18 TREES BEING REPLACED.
- SHRUBS: SECTION D-4: WHERE PARKING DOES NOT ADJOIN A PUBLIC OR PRIVATE STREET, SHRUBS SHALL BE PROVIDED AT A RATE OF 6 PER 1,000 SQ FT OF PLANTING AREA. SHRUBS AT LEAST 3' IN HEIGHT SHALL BE PROVIDED IN AMOUNTS AND LOCATIONS SUFFICIENT TO SCREEN UP TO 60% OF THE VIEWS OF PARKED VEHICLES.
- SCREENING AND CIVIC USE: SECTION D-4: SCREENING SHALL BE PROVIDED WHERE THE PARKING LOT ADJOINS RESIDENTIAL OR CIVIC OR INSTITUTIONAL.
- PUBLIC OR PRIVATE STREET: SECTION D-4: SCREENING SHALL BE PROVIDED WHERE THE PARKING LOT ADJOINS A PUBLIC OR PRIVATE STREET.

ADDITIONAL LANDSCAPING REQUIREMENTS FROM WEST FIELD CLASSROOM ADDITION PROJECTS:

- LARGE DECIDUOUS SHRUBS PROVIDED AT A RATE OF 15 PER 100 FEET OF LINEAR DISTANCE, PLANTED IN A STAGGERED DOUBLE ROW.

TREE MITIGATION LEGEND

X TREES TO BE REMOVED

LANDSCAPE PLAN
TREE MITIGATION
(FOR REFERENCE
ONLY)

DRAWN	JDS
APPROVED	ASB
DRAWN DATE	11/15/2023
APPROVED DATE	11/15/2023
PROJECT LOCATION	WESTFIELD PARKING LOT
CLIENT NAME	LINN-MAR CSD

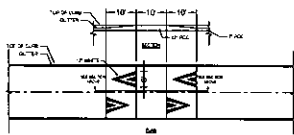
LINN-MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION



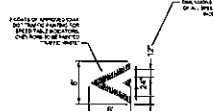
SHVEHATTERY
ARCHITECTURAL ENGINEERING
2145 S. 10th St. Suite 100 (Corner of 10th & S. 21st)
Des Moines, IA 50312
Phone: (515) 281-1111
Fax: (515) 281-1112
www.shvehattery.com

907 East Main St., Topeka, IA 66606

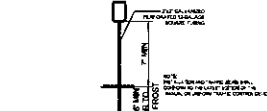
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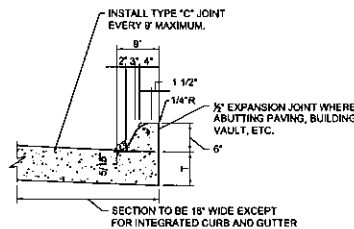
1. SPEED TABLE DETAIL



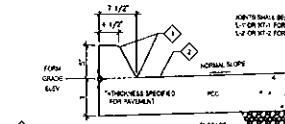
2. CURB AND GUTTER



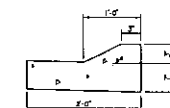
3. SLOPE INSTALLATION IN SOIL



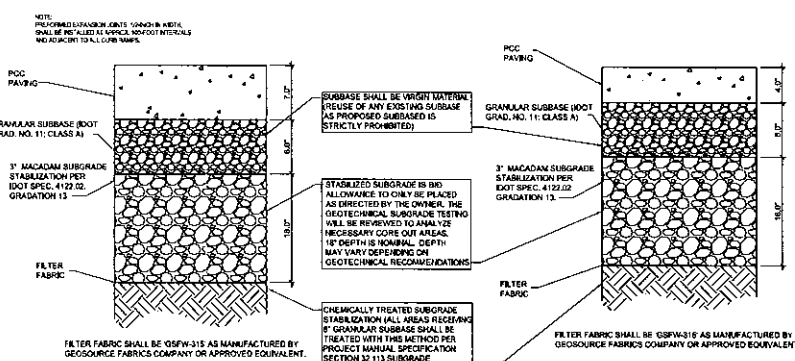
4. SECTION TO BE 18" WIDE EXCEPT FOR INTEGRATED CURB AND GUTTER



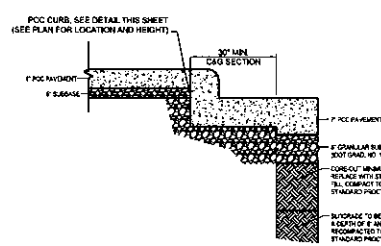
5. INTEGRAL CURB & GUTTER SECTION



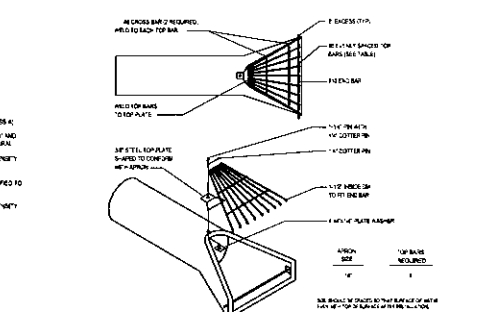
6. 7" OPEN CURB



7. TYPICAL PAVED SECTION



8. CURB & GUTTER SECTION

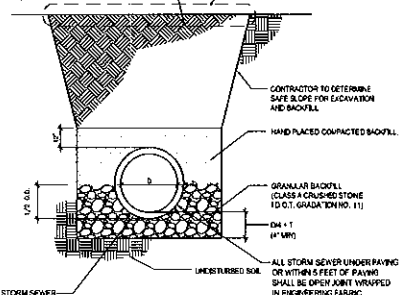


9. PAVED END SECTION WITH APPROX. AND BEARD

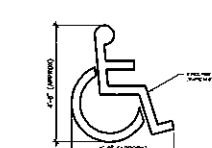
ALL STORM SEWERS UNDER PAVING OR WITHIN FEET OF PAVING SHALL BE BACKFILLED WITH THE FOLLOWING:

A. DRAINABLE BACKFILL (CRUSHED STONE MEETING OR BETTER STANDARD SPECIFICATION SECTION 02050.04B)

STORM SEWERS OUTSIDE PAVED AREAS: SUTABLE JOB EXCAVATED MATERIAL PLACED IN PLIFTS COMPACTED TO 90% OF MOIST PROCT OR DENSITY. SEE NOTE ABOVE FOR STORM SEWERS INSIDE PAVED AREAS.



10. BEHIND BACKFILL & FINE MATERIAL



11. UNDERPAVEMENT SYMBOL DETAIL

SHIVE-HATTERY
APPLYING ENGINEERING

214 Second Street SE, Suite 202 | Cedar Rapids, IA 52401
319.394.2827 | 319.394.2828 | www.shivehattery.com

Team | Brian | Michael | William

LINN MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

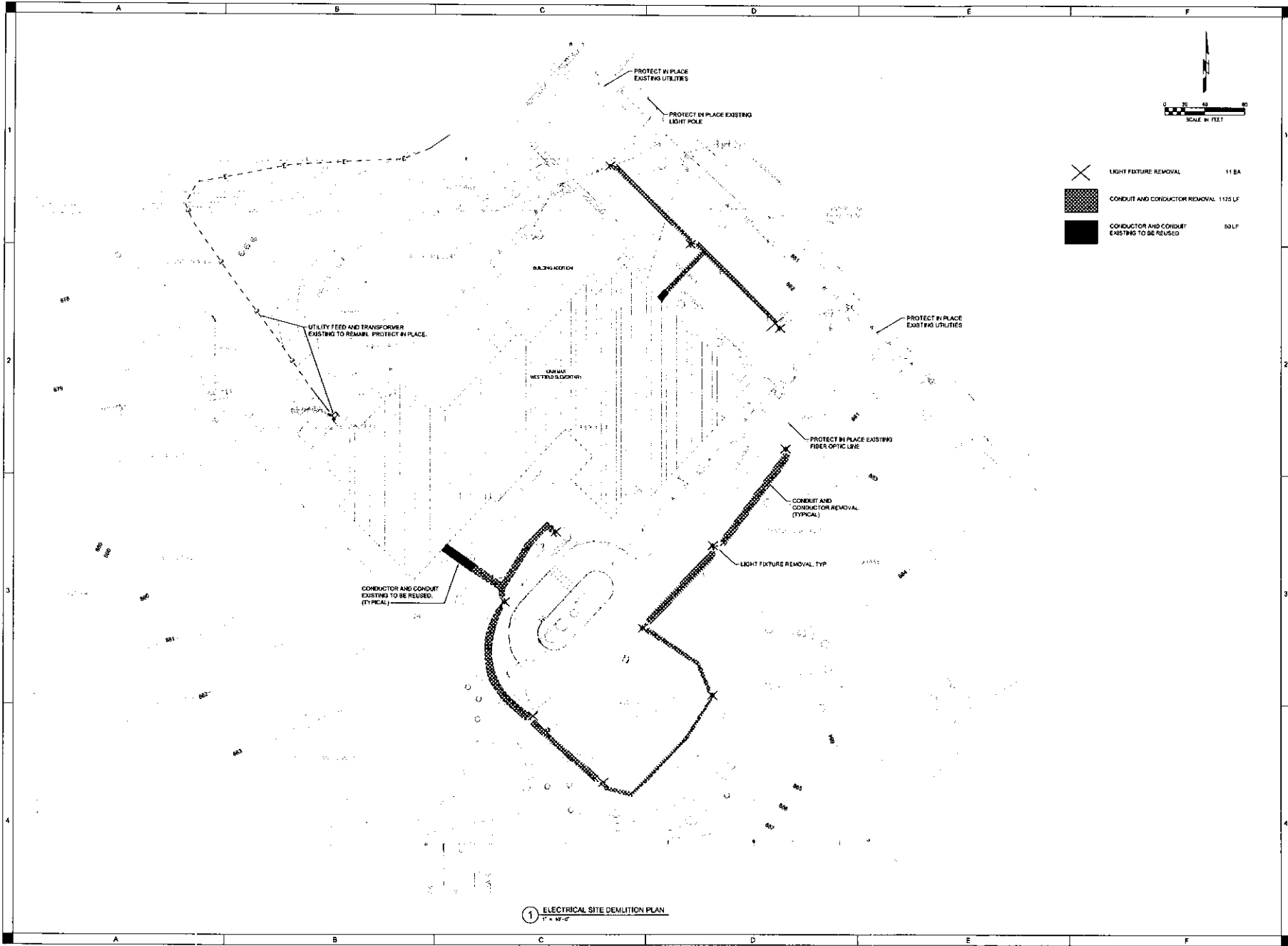
PRELIMINARY
- NOT FOR
CONSTRUCTION

CONSTRUCTION
DETAILS

C5.01

DATE: 10/1/2024
DRAWN BY: [Name]
CHECKED BY: [Name]
PROJECT: LINN MAR
SHEET: C5.01
CLIENT: Linn County

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1 ELECTRICAL SITE DEMOLITION PLAN
1" = 60'-0"

SHIVE-HATTERY
ARCHITECTURE + ENGINEERING
2745 Second Street SE, Suite 202 | Cedar Rapids, IA 52401
319.264.5227 | Fax: 319.264.4257 | www.shive-hattery.com
Steve | Mike | Matt | Melissa | Michael



LINN-MAR CSD WESTFIELD PARKING LOT
RECONSTRUCTION

801 East Main St. Robins, IA 52236

PRELIMINARY
- NOT FOR
CONSTRUCTION

OWNER:	SHIVE-HATTERY
DESIGNED BY:	SHIVE-HATTERY
DATE:	01/08/2018
PROJECT NO.:	151218
REVISION NO.:	151
CLIENT NO.:	

ELECTRICAL SITE
DEMOLITION PLAN

ED.01

1. ALL CONDUITS BETWEEN LIGHT POLES AND EQUIPMENT SHALL UTILIZE DIRECTIONAL BORING OR OPEN EXCAVATION METHODS.
2. ALL OPEN EXCAVATIONS SHALL BE BACKFILLED WITH CLEAN ROADSTONE AND SHALL BE COMPACTED TO 98% STANDARD PROCTOR DENSITY. PROPER EQUIPMENT SHALL BE UTILIZED TO ENSURE COMPACTION REQUIREMENTS HAVE BEEN MET.

1. ALL ELECTRICAL CONNECTIONS SHALL BE COPPER UNLESS OTHERWISE NOTED.
2. ADDITIONAL NOTES:
 - a. CONDUIT
 - b. EGC SHALL BE CONDUIT OR
 - c. ALL WIRING CONDUCTION
 - d. ALL WIRING CONDUCTION
 - e. TYPE EMT
 - f. CONDUIT SHALL BE RATED AT MINIMUM
 - g. 100% DRY
3. ALL OPEN TERMINATED DRUGS AND CONDUITS SHALL BE INSTALLED WITH CONDUIT CONNECTORS TO ALLOW FOR FUTURE LANS
4. ALL NEUTRAL, RESERVE AND GROUND BARS SHALL BE INSTALLED WITH CONDUIT CONNECTORS TO ALLOW FOR FUTURE LANS
5. ALL WIRING SHALL BE INSTALLED IN ACCORDANCE WITH THE FOLLOWING:
6. ALL ELECTRICAL MAINS PROVIDED BY THE ELECTRICAL CONTRACTOR SHALL BE USED TO THE EXTENT OF THE MAINS PROVIDED BY THE ELECTRICAL CONTRACTOR. THE ELECTRICAL CONTRACTOR SHALL BE RESPONSIBLE FOR ADDITIONAL MAINS AND REQUIREMENTS.
7. ALL LANS SHALL BE INSTALLED UNDER CONDUITS SHALL BE INSTALLED IN THE SHED OF THE MAINS PROVIDED BY THE ELECTRICAL CONTRACTOR.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: <i>All action on teaching and learning will focus on empowering achievement at the highest level for each student.</i>	Learning Environments: <i>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</i>	Staff Development: <i>All staff will learn, perform and lead in such a manner as to inspire learning for students.</i>	Community Engagement: <i>The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</i>	Resources: <i>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.</i>

Linn-Mar Community School District Board of Education Work Session Minutes - September 26, 2016

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 Board President Tim Isenberg. Roll was taken and it was determined a quorum was present. Board members present: AbouAssaly, Gadelha, Isenberg, Nelson, Patterson, and Weaver. Absent: Hutcheson. Administration present: Shepherd, Bisgard, Gustason, Buelt, and Nietert.

200: Revision and/or Adoption of Agenda *Motion 57-09-26*

Motion by Patterson for the Board to adopt the agenda as presented; second by Gadelha. Voice vote; motion approved.

300: Special Introductions

Dr. Vic Klopfenstein, with Friendship Force International, and several educators from the Ukraine stopped by the district to visit with administrators, tour the High School, Stadium, and Aquatic Center; and visit with the Board. Earlier in the day they visited Grant Wood Area Education Association and Four Oaks and also met with Iowa Regent Dr. Katie Mulholland. The Ukrainian educators ranged from teachers to a superintendent and were visiting the States as part of the Open World Leadership Conference to gain a better understanding of various school systems across the globe. It was very interesting to learn that Ukrainian schools are already participating in Blended Learning; which is a pathway that the Linn-Mar District is currently reviewing.

400: Closed Session

401: Motion to Move to Closed Session *Motion 58-09-26*

Motion by Patterson for the Board to hold a closed session as provided in Section 21.5(I)(e) of the Code of Iowa to conduct a hearing to determine whether to suspend or expel two students; second by Weaver. Roll call vote resulted in ayes from Gadelha, Isenberg, Nelson, Patterson, Weaver, and AbouAssaly; motion approved. Board moved into closed session at 5:16 PM. Attorney Terry Abernathy and Court Reporter Jeanne Strand were in attendance.

402: Motion to Return to Open Session *Motion 59-09-26*

Motion by Patterson for the Board to return to open session; second by AbouAssaly. Roll call vote resulted in ayes from Isenberg, Nelson, Patterson, Weaver, AbouAssaly, and Gadelha; motion approved. Board returned to open session at 6:30 PM.

500: Open Session

501: Determination Regarding Student A *Motion 60-09-26*

Motion by AbouAssaly for the Board to expel Student A for the duration of the 2016-17 school year until August 1, 2017. Expulsion includes the student being excluded from all Linn-Mar activities and properties for the duration of the expulsion. High School and district

administration, working with the family, will ensure the student will continue their education plan. Upon completion of a successful integration plan developed by district staff and mental health professionals currently seen by the student, the student may return to Linn-Mar High School; second by Patterson. Roll call vote resulted in ayes from Nelson, Patterson, Weaver, AbouAssaly, Gadelha, and Isenberg; motion approved.

502: Determination Regarding Student B *Motion 61-09-26*

Motion by AbouAssaly for the Board to expel Student B for the duration of the 2016-17 school year until August 1, 2017. Expulsion includes the student being excluded from all Linn-Mar activities and properties for the duration of the expulsion. High School and district administration, working with the family, will ensure the student will continue their education plan. Upon completion of a successful integration plan developed by district staff and mental health professionals currently seen by the student, the student may return to Linn-Mar High School; second by Patterson. Roll call vote resulted in ayes from Patterson, Weaver, AbouAssaly, Gadelha, Isenberg, and Nelson; motion approved.

600: Adjournment *Motion 62-09-26*

Motion by Gadelha to adjourn the work session at 6:32 PM; second by Nelson. Voice vote; motion approved.

Tim Isenberg, Board President

Gayla Burgess, Recording Secretary



Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: <i>All action on teaching and learning will focus on empowering achievement at the highest level for each student.</i>	Learning Environments: <i>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</i>	Staff Development: <i>All staff will learn, perform and lead in such a manner as to inspire learning for students.</i>	Community Engagement: <i>The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</i>	Resources: <i>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.</i>

Linn-Mar Community School District Board Meeting Regular Session Minutes - September 26, 2016

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 Board President Tim Isenberg. Roll was taken and it was determined a quorum was present. Board members present: Weaver, AbouAssaly, Gadelha, Isenberg, Nelson, and Patterson. Absent: Hutcheson. Administration present: Shepherd, Bisgard, Breitfelder, Christian, and Ramos.

200: Revision and/or Adoption of the Agenda *Motion 63-09-26*

Motion by Patterson for the Board to adopt the agenda with the removal of Item 802; second by Nelson. Voice vote; motion approved.

300: Recognitions/Proclamations

400: Audience Communications

500: Resolutions/Opening of Bids/Public Hearings

600: Informational Reports

601: Finance Committee

Weaver and AbouAssaly reported that during the September 15th Finance Committee meeting topics included building values, reserve fund values, and construction updates including the clarification that the new parking lot at Westfield Elementary will increase spaces from 100 to 141 and will be constructed of concrete instead of asphalt.

602: Board Visit

Board members shared highlights of their September 16th visit to Indian Creek Elementary that included their excitement over the staff's progress with Positive Behavior Interventions and Supports (PBIS), the development of a Science, Technology, Engineering, and Mathematics (STEM) Center in their media center, and the enthusiasm and dedication of the entire staff.

603: Community Forum

Board members reported that during the September 19th Community Forum on Strategic Planning they received various opinions on the potential restructuring of the district and they are appreciative for all the feedback they have received through the various input-gathering options they have used.

604: Technology Committee

Ramos reported that during the September 20th Technology Committee meeting topics included the Strategic Plan, technology standards, firewalls and web filters, and Future Ready Schools.

605: Special Education Advisory

Nelson reported that during the September 21st Special Education Advisory meeting the discussion centered on planning for the March 7th family night event that will focus on making connections for families with students with special learning needs. There will be informative breakout sessions as well as information booths. More information will be shared as the event gets closer.

606: Marion City Council

Patterson reported that during the September 22nd Marion City Council meeting she had a chance to speak with Mayor AbouAssaly about the City providing housing plat information to the district as it is approved so the district has better time to assess various needs.

607: Administration Report

Exhibit 607.1

Superintendent Shepherd reviewed highlights of the Administration Report drawing special attention to the 2017-18 school year calendar approval process and highlights of the October 10th Board meeting that will focus on the Strategic Plan.

700: Unfinished Business

701: Second Reading of Updates to Policy Series 100 **Motion 64-09-26**

Exhibit 701.1

Motion by AbouAssaly for the Board to approve the second reading of the 100 policy series which reflects minimal changes to language, but no substantive changes to policy; second by Patterson. Voice vote; motion approved.

100 SERIES - EDUCATIONAL OBJECTIVES

Reviewed	9/16	100	Legal Status of the School District
Reviewed	9/16	101	Educational Philosophy of the School District
Reviewed	9/16	101.1	Curriculum
Reviewed	9/16	101.2	Instruction
Reviewed	9/16	101.3	Assessment
Reviewed	9/16	102	Goals of the Education Program
Reviewed	9/16	103	Long-Range Planning
Reviewed	9/16	104	Anti-Bullying/Harassment Policy
Reviewed	9/16	104-R	Administrative Regulations Regarding Anti-Bullying/Harassment Investigation Procedures
Reviewed	9/16	104-E1	Anti-Bullying/Harassment Complaint Form
Reviewed	9/16	104-E2	Witness Disclosure Form
Reviewed	9/16	104-E3	Disposition of Anti-Bullying/Harassment Complaint Form
Reviewed	9/16	104.1	Section 504 Compliance
Reviewed	9/16	104.1-E	Section 504 Student and Parental Rights Notification
Reviewed	9/16	105.1	Equal Educational Opportunity
Reviewed	9/16	105.1-R	Administrative Regulations Regarding Equal Educational Opportunity Grievance Procedure
Reviewed	9/16	105.1-E1	Notice of Nondiscrimination
Reviewed	9/16	105.1-E2	Grievance Form for Complaints of Discrimination or Non-Compliance with Federal or State Regulations
Reviewed	9/16	105.1-E3	Grievance Documentation Form

702: Second Reading of Updates to Policy 200 Series **Motion 65-09-26**

Exhibit 702.1

Motion by AbouAssaly for the Board to approve the second reading of the 200 policy series which reflects minimal changes to language, but no substantive changes to policy; second by Patterson. Voice vote; motion approved.

200 SERIES - BOARD OF DIRECTORS

Reviewed	9/16	200	Statement of Guiding Principals
	201		General Organization

Reviewed	9/16	201.1	Name of School District
Reviewed	9/16	201.2	School Board Legal Status
<u>Revised</u>	9/16	201.4	<i>Board of Directors' Election</i>
Reviewed	9/16	201.5	Qualifications of Board Candidates
Reviewed	9/16	201.6	Organization of the Board of Directors
<u>New</u>	9/16	201.7	<i>Term of Office</i>
<u>Revised</u>	9/16	201.8	<i>Vacancies</i>
Reviewed	9/16	201.9	Board Member Liability
202		Specific Duties of the Board	
Reviewed	9/16	202.1	Code of Ethics
Reviewed	9/16	202.2	Ideal Boardsmanship
Reviewed	9/16	202.3	President
Reviewed	9/16	202.4	Vice President
Reviewed	9/16	202.5	Secretary
Reviewed	9/16	202.6	Treasurer
<u>Revised</u>	9/16	202.7	<i>Board of Directors' Conflict of Interest</i>
203		Procedures of Operation	
Reviewed	9/16	203.1	Development of Policy
<u>Revised</u>	9/16	203.2	<i>Adoption of Policy</i>
Reviewed	9/16	203.3	Review and Revision of Policy
Reviewed	9/16	203.8	Ad Hoc Committees
Reviewed	9/16	203.9	Board of Directors' Legal Counsel
204		Meetings of the Board	
Reviewed	9/16	204.1	Meetings of the Board
Reviewed	9/16	204.2	Special Meetings
<u>Revised</u>	9/16	204.3	<i>Closed Meetings</i>
<u>Revised</u>	9/16	204.4	<i>Annual and Organizational Meetings</i>
Reviewed	9/16	204.7	Board Meeting Agenda
<u>Revised</u>	9/16	204.8	<i>Open Meetings</i>
Reviewed	9/16	204.9	Procedures for Addressing the Board of Directors
Reviewed	9/16	204.10	Rules of Order
Reviewed	9/16	204.10-R	Administrative Regulations Regarding Rules of Order
<u>Revised</u>	9/16	204.12	<i>Board of Directors Records</i>
Reviewed	9/16	204.13	Quorum for Board Meetings
Reviewed	9/16	204.15	Oath of Office
Reviewed	9/16	204.16	Work Sessions
205		Miscellaneous	
<u>Revised</u>	9/16	205.1	<i>Board of Directors Member Compensation and Expenses</i>
<u>Revised</u>	9/16	205.1-E	<i>Request for Reimbursement for Travel</i>
Reviewed	9/16	205.2	School Board Associations
<u>Revised</u>	9/16	205.3	<i>Gifts to School Board Members, Officers, or School District Employees</i>
Reviewed	9/16	205.4	The Board's Relationship with Elected Officials
206		Board Evaluation	
Reviewed	9/16	206.1	Board Member Development and Training
Reviewed	9/16	206.2	Board Self-Evaluation

703: SBRC Allowable Growth Request for FY16 LEP Allowable Cost **Motion 66-09-26** *Exhibit 703.1*
Motion by Patterson for the Board to approve the School Budget Review Committee (SBRC) application authorizing the request of allowable growth and supplemental aid for fiscal year 2016, Limited English Proficiency (LEP) allowable cost of \$122,865.49; second by Nelson. Clarification shared that this is an annual expense due to Special Education being an under-funded mandate. Voice vote; motion approved.

704: Future Ready Schools Pledge Motion 67-09-26

Motion by AbouAssaly for the Board to support Superintendent Shepherd in moving forward with completing the Future Ready Schools pledge for the Linn-Mar Community School District as discussed during the September 12th board meeting; second by Patterson. Voice vote; motion approved.

800: New Business**801: Establishment of Public Hearing and Bid Date Motion 68-09-26 *Exhibit 801.1***

Motion by AbouAssaly for the Board to establish a public hearing date of October 10, 2016, for approval of the design and specifications for the Westfield Elementary parking lot project; and to establish November 2, 2016, at 1:00 PM as the bid date and time; second by Nelson. Voice vote; motion approved.

802: Receive and File a Recommendation Regarding Termination of Employment

Item removed from the agenda during motion 63-09-26.

803: Open Enrollment Requests Motion 69-09-26

Motion by Patterson for the Board to approve the open enrollment request as presented; second by Nelson. Voice vote; motion approved.

Denied In

	Name	Grade	Resident District	Reason
1	Marquez, Mataeo	6 th	Cedar Rapids CSD	Insufficient Space

900: Consent Agenda**901: Personnel****Classified Staff: Assignment/Reassignment/Transfer**

Name	Assignment	Dept Action	Salary Placement
Adair, Jennifer	NE: Part-time Student Support Associate	9/9/16	LMSEAA II, Step 10
Baker, Douglas	O&M: Summer Help	9/8/16	\$10.00/hour
Berggren, Scott	NS: From Assistant Driver (school year) to Lead Driver (year-round)	9/12/16	SEIU, C+.25(b) Step 8
Bielefeld, Wendy	AC: Academic Aquatic Instructor	10/3/16	\$15.00/hour
Brown, Roger	Technology: Technician	10/3/16	\$23.20/hour
Clark, Brooke	OR: Student Support Associate	9/26/16	LMSEAA II, Step 7
Cummings, Miranda	LG: From .5 to 1.0 Student Support Associate	9/12/16	Same
Gill, Beth	OR: Student Support Associate	9/26/16	LMSEAA II, Step 7
Groezienger, Jill	WF: Student Support Associate	10/3/16	LMSEAA II, Step 10
Haugen, Katrina	WE: Student Support Associate	9/16/16	LMSEAA II, Step 10
Heneisen, Chrystal	NS: From HS General Help to Production Mngr	9/19/16	\$20.25/hour
Hess, Jan	HS: Student Support Associate	9/26/16	LMSEAA II, Step 10
Hopkins, Betty	HS: Student Support Associate	10/5/16	LMSEAA II, Step 10
Kost, Jeff	OR: ASSIST Program Associate	9/19/16	LMSEAA II, Step 10
Potter, Michael	TR: From Sub to Regular Bus Driver	9/12/16	Step 1
Sears, Margaret	NS: HS From Part-Time General Help to Lead Cook	9/22/16	SEIU A+.25, Step 1
Stolba, Daniel	NS: Part-Time Assistant Driver	9/19/16	SEIU C(b), Step 1
Vogel, Caleb	NS: From .5 to 1.0 Assistant Driver	9/19/16	Same
Weber, Sheri	AC: Aquatic Instructor	9/7/16	\$12.00/hour
Zerr, Kim	NS: General Help	9/12/16	Step 1

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Bettcher, Carrie	LG: Student Support Associate	9/23/16	Personal
Pfau, Sue	HS: Student Support Associate	9/23/16	Personal

Extra-Curricular: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Miles, Ed	HS: Assistant 9 th Gr Football Coach	9/9/16	Schedule H, Category D \$3,195

902: Approval of Minutes from September 12th*Exhibit 902.1*903: Approval of Minutes from September 19th*Exhibit 903.1*904: Approval of Bills*Exhibit 904.1*905: Approval of Contracts*Exhibits 905.1-7*

1. Non-commercial licensing agreement with Matthew Hoskins, Head Coach of the Indian Creek Lions basketball team.
2. Commercial licensing agreement with Michael Stromert, President of Cotton Gallery.
3. Addendum to agreement with Four Oaks Family and Children's Services.
4. Agreement for statewide voluntary preschool program with the Cedar Rapids Community School District in concurrence with the Cooperative 28E agreement between the Cedar Rapids CSD and Rockwell Collins, Inc., for providing space at the Rockwell Collins Child Development Center for the 2016-17 school year.
5. Interagency agreements for Special Education instructional programming with Cardinal CSD (1), College CSD (5), Dubuque Community Schools (1), and Keokuk CSD (1).
6. Contract agreement with the Iowa Department of Education for Echo Hill, Indian Creek, and Linn Grove to participate in the Specially Designed Instruction (SDI) Usability Site Project as part of the Significant Disabilities Literacy Strand with Leisa Breitfelder as head of the SDI Team for the district for a contracted amount of up to \$15,000.00.
7. Change order with Larson Construction for labor and materials associated with the High School renovation project for a contract sum increase of \$45,395.27.

906: Board Information*Exhibits 906.1-2*

1. School finance report as of August 31, 2015
2. School finance report as of August 31, 2016

907: Fieldtrip Request*Exhibit 907.1*

Fieldtrip request for the High School Concert Band to attend a band clinic at the University of Kansas in Lawrence, Kansas on April 23-23, 2017.

908: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and Board Policy 902.6, the district will list for sale obsolete equipment/furnishings on the Linn-Mar website. ***No items currently listed for sale.***

909: Items Removed from the Consent Agenda for Separate Action ***Motion 70-09-26***

Motion by Gadelha to remove Items 902 and 903; second by Patterson. Gadelha clarified she was unable to open the exhibits. Voice vote; motion approved.

910: Approval of the Consent Agenda ***Motion 71-09-26***

Motion by Patterson for the Board to approve the consent agenda with the removal of Items 902 and 903; second by Gadelha. It was requested that the Board receive a more in-depth

update on the number of changes orders and amounts pertaining to the High School renovations. Voice vote; motion approved.

Motion by Patterson for the Board to approve Items 902 and 903 as presented; second by AbouAssaly. Voice vote, Gadelha abstained, motion approved. **Motion 72-09-26**

1000: Communications, Announcements, and Transmittals

1001: Board Communications

- Weaver shared kudos to the High School administration for their dedication to ensuring a safe and fun homecoming week.
- Nelson congratulated the 10 seniors who were named Commended Students in the 2016 National Merit Scholarship Program.
- Gadelha shared she would like to see the district provide various avenues for students to participate in the flood recovery efforts.
- AbouAssaly agreed with Gadelha's idea and shared that Xavier High School closed one day for the students to help sandbag. AbouAssaly also requested prayers for his mother due to recent health issues.
- Patterson shared that she was excited to hear that 1/3 of the Indian Creek 3rd graders she visited with during Olweus have provided some sort of flood recovery aid. Patterson also shared that during the Marching Band competition hosted at Linn-Mar during the weekend of the flood, Jefferson High School received a special award for deciding not to compete so the students, staff, and families could volunteer flood aid.
- Isenberg shared that he will be presenting information on the potential Innovation Center to the Marion Independent School District Board of Education on October 10th to see if they would like to participate.

1002: Calendar

Date	Time	Event	Location
September 28 th	7:30 AM	Board Visit **Postponed to 1/18	Success Center
September 29 th	5:15 PM	Homecoming Parade & Coronation	High School
Date	Time	Event	Location
October 4 th	11:30 AM	Marion Chamber Luncheon	Cedar Rapids Marriott
October 6 th	5:30 PM	Marion City Council (Nelson)	City Hall
October 7 th	7:30 AM	Board Visit	Excelsior Middle School
October 10 th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	Boardroom
October 12 th	7:30 AM	Board Visit	O&M/Transportation Building
October 20 th	7:30 AM	Finance Committee	Superintendent's Conference Room
October 20 th	4:00 PM	Health & Human Development	Boardroom
October 20 th	5:30 PM	Marion City Council (Weaver)	City Hall
October 24 th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	High School Pride Rock Commons
October 26 th	7:00 AM	Board Visit	Novak Elementary
October 27 th	9:00 AM	Innovation Center Advisory Board	Hupp Electric Motors (500 57 th St)
October 28 th	7:30 AM	Board Visit	Echo Hill Elementary
Date	Time	Event	Location
November 2 nd	4:00 PM	Equity Advisory	LRC Room 5
November 3 rd	5:30 PM	Marion City Council (Weaver)	City Hall
November 4 th	7:00 AM	Board Visit	Aquatic Center
November 7 th	5:00 PM 7:00 PM	Board Work Session Board Regular Session	Boardroom
November 9 th	4:00 PM	School Improvement Advisory	LRC Room 5
November 10 th	7:30 AM	Finance Committee	Superintendent's Conference Room

Date	Time	Event	Location
November 10 th	5:30 PM	All-Metro Board Meeting	Hotel at Kirkwood
November 12 th	8:30 AM	Coffee Conversation	Wilkins Elementary
November 15 th	9:00 AM	Policy Committee	Superintendent's Conference Room
November 16 th	4:30 PM	Special Education Advisory	Boardroom
November 16-17	All Day	IASB Convention	Des Moines
November 16 th	5:00 PM	UEN Banquet	Des Moines Marriott
Date	Time	Event	Location
November 17 th	5:30 PM	Marion City Council	City Hall
November 18 th	7:30 AM	Board Visit	High School
November 21 st	5:00 PM	Board Work Session	Boardroom
	7:00 PM	Board Regular Session	

1003: Committees/Advisories

Committees/Advisories	Board/Administrative Participants
Finance/Audit Committee	Anderson, Shepherd, Morrison, Abouassaly, Hutcheson, Weaver
Policy Committee	Shepherd, Morrison, Gadelha, Nelson, Patterson
Technology Committee	Ramos, Isenberg
Career & Technical Education	Bisgard, Nelson
Equity Advisory	Bisgard, Christian, Ramos, Patterson
School Improvement Advisory	Bisgard, Gadelha
Health & Human Development	Breitfelder, AbouAssaly
Special Education Advisory	Breitfelder, Nelson

1100: Adjournment Motion 73-09-26

Motion by AbouAssaly for the Board to adjourn the regular session at 7:43 PM; second by Patterson. Voice vote; motion approved.

Tim Isenberg, Board President

Gayla Burgess, Recording Secretary

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
Fund: Aquatic Center		
BLACK HAWK SWIMMING ASSOCIATION	GENERAL SUPPLIES	\$650.00
BMO MASTERCARD	GENERAL SUPPLIES	\$370.50
BMO MASTERCARD	TRAVEL	\$320.85
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,575.87
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$28.44
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$121.72
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$28.44
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$121.72
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$98.75
IOWA SWIMMING, INC (DES MOINES)	GENERAL SUPPLIES	\$50.00
ISI SWIMMING INC	GENERAL SUPPLIES	\$847.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$34.31
UNIVERSITY OF IA	GENERAL SUPPLIES	\$621.00
Fund Total:		\$4,868.60
Fund: GENERAL		
ACDA	INSTRUCTIONAL SUPPLIES	\$128.00
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$99.07
ADVANTAGE	GENERAL SUPPLIES	\$118.34
ALBERTSON JIM	OFFICIAL/JUDGE	\$140.00
ALL INTEGRATED SOLUTIONS	TRANSP. PARTS	\$1,277.96
ALLIANT ENERGY	ELECTRICITY	\$10,648.57
ARCH CHEMICALS, INC	MAINTENANCE SUPPLIES	\$158.91
ARNOLD MOTOR SUPPLY	MAINTENANCE SUPPLIES	\$164.95
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	(\$39.01)
AUTO-JET MUFFLER	TRANSP. PARTS	\$131.26
BACKDROPS FANTASTIC INC	INSTRUCTIONAL SUPPLIES	\$1,443.00
BEST GREGORY	OFFICIAL/JUDGE	\$70.00
BLICK ART MATERIALS	INSTRUCTIONAL SUPPLIES	\$56.96
BMO MASTERCARD	COMP/TECH HARDWARE	\$2,515.62
BMO MASTERCARD	COMPUTER SOFTWARE	(\$5.00)
BMO MASTERCARD	DUES AND FEES	\$178.00
BMO MASTERCARD	GENERAL SUPPLIES	\$2,829.26
BMO MASTERCARD	GROUNDS UPKEEP	\$29.50
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$36,626.15
BMO MASTERCARD	LIBRARY BOOKS	\$171.28
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$1,815.08
BMO MASTERCARD	OTHER PROFESSIONAL	\$1,241.00
BMO MASTERCARD	Professional Educational Services	\$420.00
BMO MASTERCARD	REF & RSRCH MATERIAL	\$654.74
BMO MASTERCARD	REPAIR/MAINT SERVICE	\$1,771.14
BMO MASTERCARD	STAFF WORKSHHP/CONF	\$12,755.46
BMO MASTERCARD	TEXTBOOKS	\$2,577.92
BMO MASTERCARD	TRAVEL	\$10,108.98
BOOKHOUSE	INSTRUCTIONAL SUPPLIES	\$540.60

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
BOOKHOUSE	LIBRARY BOOKS	\$368.40
BRIGHTLINES PAPER	INSTRUCTIONAL SUPPLIES	\$33.80
BRUST, JAMES	OFFICIAL/JUDGE	\$60.00
BURDT SAM	OFFICIAL/JUDGE	\$52.00
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$221.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$180.00
C.R. GLASS CO	MAINTENANCE SUPPLIES	\$698.23
C.R. GLASS CO	REPAIR/MAINT SERVICE	\$325.00
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$10,852.86
CAPITOL R & D INC	REPAIR PARTS	\$375.37
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	\$134.46
CEDAR RAPIDS BOWLING CENTER	INSTRUCTIONAL SUPPLIES	\$151.75
CEDAR RAPIDS COMM. SCHOOL/RW	PROF SERV: EDUCATION	\$9,029.02
CENGAGE LEARNING	INSTRUCTIONAL SUPPLIES	\$82.50
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$3,667.77
CENTURYLINK	TELEPHONE	\$2,462.11
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$256.56
CITY TREASURER'S OFFICE	INSTRUCTIONAL SUPPLIES	\$50.00
COLLECTION	EE LIAB-GARNISHMENTS	\$192.50
COMMUNICATIONS ENGINEERING CO	RADIOS	\$4,400.98
COMMUNICATIONS ENGINEERING CO	TECH REPAIRS	\$305.00
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	\$62.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$101.00
CRESCENT ELECTRIC	MAINTENANCE SUPPLIES	\$898.72
CULLIGAN	MAINTENANCE SUPPLIES	\$819.20
CUMMINS CENTRAL POWER LLC	TRANSP. PARTS	\$2,036.44
D.B. ACOUSTICS INC	REPAIR/MAINT SERVICE	\$736.00
DAVID J. PHILIPP	OFFICIAL/JUDGE	\$60.00
DAVID SHERMAN	OFFICIAL/JUDGE	\$57.00
DEKE SONNY	OFFICIAL/JUDGE	\$180.00
DEMCO	GENERAL SUPPLIES	\$43.46
EDWARDS, MATTHEW	OFFICIAL/JUDGE	\$62.00
FAMILY VIDEO	FACILITY RENTAL	\$3,642.04
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$284.93
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$501,688.43
FEDEX	GENERAL SUPPLIES	\$8.09
FERGUSON ROBERT	OFFICIAL/JUDGE	\$60.00
FOLLETT SCHOOL SOLUTIONS, INC	INSTRUCTIONAL SUPPLIES	\$3,022.17
FOLLETT SCHOOL SOLUTIONS, INC	TEXTBOOKS	\$1,404.30
FONTENOT JOSEPH	OFFICIAL/JUDGE	\$176.00
FRIDAY MATT	OFFICIAL/JUDGE	\$62.00
FUN AND FUNCTION, LLC	INSTRUCTIONAL SUPPLIES	\$33.94
GASWAY CO, J P	GENERAL SOFTWARE	\$174.30
GASWAY CO, J P	GENERAL SUPPLIES	\$1,545.35
GILCREST/JEWETT	INSTRUCTIONAL SUPPLIES	\$1,247.72

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
GOSNELL JIM	INSTRUCTIONAL SUPPLIES	\$50.00
GRANT WOOD AEA	GENERAL SUPPLIES	\$133.60
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$1,313.70
GRIGGS MUSIC INC	INSTRUCTIONAL SUPPLIES	\$584.00
HANDS UP COMMUNICATIONS	PROF SERV: EDUCATION	\$234.00
HANDWRITING WITHOUT TEARS	INSTRUCTIONAL SUPPLIES	\$93.49
HEITZ CAROLYN	INSTRUCTIONAL SUPPLIES	\$195.00
HOTSY CLEANING SYSTEMS	GENERAL SUPPLIES	\$369.50
HOUGHTON MIFFLIN HARCOURT	INSTRUCTIONAL SUPPLIES	\$3,279.31
IN TOUCH RECEIPTING	GENERAL SUPPLIES	\$399.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$10,181.71
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$43,535.83
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$10,181.71
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$43,535.83
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$61,166.89
INVOLTA	OTHER TECH SER	\$345.00
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$30,862.25
IOWA DEPT OF NATURAL RESOURCES	DUES AND FEES	\$66.00
IOWA HIGH SCHOOL MUSIC ASSOC	INSTRUCTIONAL SUPPLIES	\$900.00
IOWA SCHOOL COUNSELOR ASSOCIATION	STAFF WORKSH/CONF	\$400.00
ISFIS	OTHER PROFESSIONAL	\$1,512.00
IWI MOTOR PARTS	VEHICLE REPAIR	\$118.04
JAMES RITTER	OFFICIAL/JUDGE	\$60.00
JVA MOBILITY	INSTRUCTIONAL SUPPLIES	\$160.50
KEEL JOHN W	OFFICIAL/JUDGE	\$62.00
KIRKWOOD COMM COLLEGE	PROF SERV: EDUCATION	\$166.00
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$13,400.00
KLOSTERMANN KEVIN	OFFICIAL/JUDGE	\$233.00
LAIRD CRYSTAL	MISC REVENUE	\$76.00
LASER RESOURCES, LLC	INSTRUCTIONAL SUPPLIES	\$236.79
LEARNING A-Z	INSTRUCTIONAL SUPPLIES	\$309.90
LETTER PERFECT	INSTRUCTIONAL SUPPLIES	\$226.26
LETTER PERFECT	OTHER PROFESSIONAL	\$82.45
LINN CO-OP OIL	GASOLINE	\$10,259.05
LINN CO-OP OIL	GREASE,OIL,LUBE,COOL	\$912.53
LINN CO-OP OIL	MAINTENANCE SUPPLIES	\$1,012.69
LINN CO-OP OIL	OTHER PROFESSIONAL	\$222.40
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	\$297.32
LITERACY RESOURCES, INC	INSTRUCTIONAL SUPPLIES	\$1,750.77
LYNCH FORD	TRANSP. PARTS	\$28.34
MAIS LENNY	OFFICIAL/JUDGE	\$62.00
MARION IRON CO.	GENERAL SUPPLIES	\$20.00
MARION JANITORIAL SUPPLY CO	GENERAL SUPPLIES	\$73.14
MARION TIMES	ADVERTISING	\$381.93
MARION WATER DEPT	WATER/SEWER	\$7,596.49

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
MCCORMACK DISTRIBUTING	REPAIR PARTS	\$27.62
MCGRAW-HILL SCHOOL EDUCATION	INSTRUCTIONAL SUPPLIES	\$482.41
MCM ELECTRONICS	MAINTENANCE SUPPLIES	\$453.57
MEASUREMENT INCORPORATED	INSTRUCTIONAL SUPPLIES	\$173.24
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$129.23
MENKEN DEB	OFFICIAL/JUDGE	\$60.00
MERCY EAP SERVICES	OTHER PROFESSIONAL	\$748.00
MERCYCARE COMMUNITY PHYSICIANS	PHYSICALS	\$91.00
MID AMERICAN ENERGY	NATURAL GAS	\$4,422.90
MIDWAY OUTDOOR EQUIPMENT INC	MAINTENANCE SUPPLIES	\$553.54
MIDWEST COMPUTER PRODUCTS	INSTRUCTIONAL SUPPLIES	\$2,094.75
MIDWEST LAMP RECYCLING INC	OTHER PROFESSIONAL	\$535.15
MODEL ME KIDS	INSTRUCTIONAL SUPPLIES	\$210.90
MORAN, SHIRLEY	INSTRUCTIONAL SUPPLIES	\$55.92
MOVIE LICENSING USA	INSTRUCTIONAL SUPPLIES	\$436.00
NAAE	INSTRUCTIONAL SUPPLIES	\$270.00
NASCO	INSTRUCTIONAL SUPPLIES	\$124.80
NORTHLAND PRODUCTS CO	GREASE,OIL,LUBE,COOL	\$192.60
NSPRA	DUES AND FEES	\$275.00
OAKES CODY	OFFICIAL/JUDGE	\$62.00
OFFICE EXPRESS	GENERAL SUPPLIES	\$566.96
OFFICE EXPRESS	INSTRUCTIONAL SUPPLIES	\$2,532.96
OMAR RUSS	OFFICIAL/JUDGE	\$57.00
ORKIN PEST CONTROL	Pest Control	\$290.00
PAETEC	TELEPHONE	\$933.64
PASCO SCIENTIFIC	EQUIPMENT >\$1999	\$59.00
PAT McGRATH DODGE COUNTRY	VEHICLE REPAIR	\$137.39
PEIFFER RON	OFFICIAL/JUDGE	\$124.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$564.48
PERFECTION LEARNING CORPORATION	INSTRUCTIONAL SUPPLIES	\$157.96
PLUMBERS SUPPLY COMPANY	MAINTENANCE SUPPLIES	\$2,799.03
POLAR ELECTRO INC	INSTRUCTIONAL SUPPLIES	\$1,314.63
POLAR ELECTRO INC	MISC REVENUE	(\$65.00)
POWER LIFT	INSTRUCTIONAL SUPPLIES	\$220.00
PREMIER AGENDAS INC	INSTRUCTIONAL SUPPLIES	\$778.80
QUALITY CLEANING EQUIPMENT	GENERAL SUPPLIES	\$357.80
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	\$81.39
QUINN STORAGE	Pest Control	\$75.00
REINHART INSTITUTIONAL FOODS INC	INSTRUCTIONAL SUPPLIES	\$51.14
ROSS WILLIAM	OFFICIAL/JUDGE	\$62.00
SADLER POWER TRAIN	TRANSP. PARTS	\$295.22
SANDERSON KAITLIN	MISC REVENUE	\$5.00
SARGENT WELCH	EQUIPMENT >\$1999	\$144.23
SARGENT WELCH	INSTRUCTIONAL SUPPLIES	\$24.56
SCANTRON	INSTRUCTIONAL SUPPLIES	\$134.53

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
SCHLEGEL SCOTT	OFFICIAL/JUDGE	\$70.00
SCHOLASTIC BOOK FAIR INC	LIBRARY BOOKS	\$878.25
SCHOLASTIC MAGAZINE	INSTRUCTIONAL SUPPLIES	\$721.88
SCHOOL DATEBOOKS	INSTRUCTIONAL SUPPLIES	\$45.00
SCHOOL HEALTH CORP	GENERAL SUPPLIES	\$110.27
SCHOOL SPECIALTY INC	INSTRUCTIONAL SUPPLIES	\$309.60
SCHOOL-TECH, INC	MAINTENANCE SUPPLIES	\$245.52
SCHULTZ STRINGS INC	INSTRUCTIONAL SUPPLIES	\$89.46
SPORTS OFFICIALS, INC	OFFICIAL/JUDGE	\$62.00
STEVEN RUCKER	OFFICIAL/JUDGE	\$114.00
SUPPLYWORKS	REPAIR/MAINT SERVICE	\$496.80
SWAN RICK	OFFICIAL/JUDGE	\$57.00
TEACHER DIRECT	INSTRUCTIONAL SUPPLIES	\$73.82
TEACHING STRATEGIES INC	INSTRUCTIONAL SUPPLIES	\$2,342.41
THE SHREDDER	OTHER PROFESSIONAL	\$207.00
THINK SAFE INC	INSTRUCTIONAL SUPPLIES	\$377.60
THOMAS BUS	TRANSP. PARTS	\$159.08
THOMPSON TRUCK & TRAILER	TRANSP. PARTS	\$17.46
TIMBERLINE BILLING SERVICE LLC	DATA PROCESSING AND	\$2,285.73
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$27,793.92
TREY ELECTRIC	OTHER PROFESSIONAL	\$337.50
UTTERBACK BILL	OFFICIAL/JUDGE	\$62.00
VALUE INSPIRED PRODUCTS/SERVICES	INSTRUCTIONAL SUPPLIES	\$800.00
VAN SANT ENTERPRISES	EQUIPMENT >\$1999	\$6,374.70
VANESSA TERRELL	INSTRUCTIONAL SUPPLIES	\$1,500.00
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES	\$387.00
VIVIAN MICHELLE	MISC REVENUE	\$76.00
WALMART	GENERAL SUPPLIES	\$1,551.01
WALMART	INSTRUCTIONAL SUPPLIES	\$1,748.51
WARD'S NATURAL SCIENCE	INSTRUCTIONAL SUPPLIES	\$178.63
WATTS ERIN	STAFF WORKSH/CONF	\$255.40
WELLMARK	OTHER PROFESSIONAL	\$1,176.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$1,786.95

Fund Total: \$963,809.41

Fund: NUTRITION SERVICES

BMO MASTERCARD	GENERAL SUPPLIES	\$364.03
BMO MASTERCARD	PURCHASE FOOD	\$417.28
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$70,831.19
GOODWIN TUCKER GROUP	REPAIR/MAINT SERVICE	\$208.29
HUMITECH OF IOWA INC	REPAIR/MAINT SERVICE	\$40.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,503.62
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$6,429.16
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,503.62
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$6,429.16
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$9,605.30

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
KIDDER HEIDI	UNEARNED REVENUE	\$35.20
MCKINESS JAMES	UNEARNED REVENUE	\$10.00
OFFICE EXPRESS	GENERAL SUPPLIES	\$263.42
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$1,113.00
SLOTTERDYK ARIC	UNEARNED REVENUE	\$250.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$3,981.33
Fund Total:		\$102,984.60
Fund: PHY PLANT & EQ LEVY		
ALLIED GLASS PRODUCTS INC	CONSTRUCTION SERV	\$9,915.90
BUSH TURF INC	CONSTRUCTION SERV	\$25,200.00
COMMUNICATIONS ENGINEERING CO	EQUIPMENT >\$1999	\$1,285.76
GARLING CONSTRUCTION	CONSTRUCTION SERV	\$84,842.60
JOHNSON CONTROLS	CONSTRUCTION SERV	\$4,905.40
JOHNSON CONTROLS	EQUIPMENT >\$1999	\$1,535.00
L.L. PELLING CO	BLDG. CONST SUPPLIES	\$1,794.00
LARSON CONSTRUCTION COMPANY, INC	CONSTRUCTION SERV	\$231,584.01
PEARSON WALL SYSTEMS	CONSTRUCTION SERV	\$5,335.00
PLUMBERS SUPPLY COMPANY	BLDG. CONST SUPPLIES	\$642.10
PLUMBERS SUPPLY COMPANY	CONSTRUCTION SERV	\$593.63
VALUE INSPIRED PRODUCTS/SERVICES	EQUIPMENT >\$1999	\$2,490.64
WALSH DOOR & HARDWARE	BLDG. CONST SUPPLIES	\$950.49
WALSH DOOR & HARDWARE	EQUIPMENT >\$1999	\$8,025.00
Fund Total:		\$379,099.53
Fund: Pool 10 Million Issue and 2013 10M Issue		
BMO MASTERCARD	CONSTRUCTION SERV	\$1,809.44
COMMUNICATIONS ENGINEERING CO	COMP/TECH HARDWARE	\$44,402.19
IOWA DIRECT EQUIP & APPRAISAL	EQUIPMENT >\$1999	\$133,400.00
LARSON CONSTRUCTION COMPANY, INC	CONSTRUCTION SERV	\$465,226.84
PODS ENTERPRISES, LLC	BLDG. CONST SUPPLIES	\$616.00
Fund Total:		\$645,454.47
Fund: PUB ED & REC LEVY		
KINGS MATERIAL	GROUNDS UPKEEP	\$636.64
Fund Total:		\$636.64
Fund: STUDENT ACTIVITY		
ALI'S WEEDS	INSTRUCTIONAL SUPPLIES	\$200.50
ALLEGRA	INSTRUCTIONAL SUPPLIES	\$262.22
ANDERSON SCOTT	OFFICIAL/JUDGE	\$55.00
BAKER DAVID	OFFICIAL/JUDGE	\$55.00
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$6,812.68
BMO MASTERCARD	TRAVEL	\$223.76
BORCHARDT MARK	OFFICIAL/JUDGE	\$95.00
CEDAR GRAPHICS INC	INSTRUCTIONAL SUPPLIES	\$239.00
CEDAR RAPIDS WASHINGTON HIGH SCHOOL	DUES AND FEES	\$40.00
CENTER POINT-URBANA HIGH SCHOOL	DUES AND FEES	\$80.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
CHAD LIND	OFFICIAL/JUDGE	\$55.00
COPYWORKS	INSTRUCTIONAL SUPPLIES	\$71.20
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$1,380.00
DAVID J. PHILIPP	OFFICIAL/JUDGE	\$74.60
DECKER SPORTING GOODS	INSTRUCTIONAL SUPPLIES	\$1,407.00
DEI ROSSI MARKETING	INSTRUCTIONAL SUPPLIES	\$767.70
DERLEIN SCALE INC	INSTRUCTIONAL SUPPLIES	\$105.00
DUBUQUE SENIOR HIGH SCHOOL	DUES AND FEES	\$100.00
EDUCATIONAL THEATRE ASSOCIATION	DUES AND FEES	\$980.00
ELSMORE SWIM SHOP/AQUATIC	INSTRUCTIONAL SUPPLIES	\$582.50
ERIC HOEKSTRA	OFFICIAL/JUDGE	\$55.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$336.20
FERGUSON ROBERT	OFFICIAL/JUDGE	\$65.00
FRESE JEFF	OFFICIAL/JUDGE	\$108.80
FRIDAY MATT	OFFICIAL/JUDGE	\$60.00
FRITZ SCOTT	OFFICIAL/JUDGE	\$95.00
GAIL MCINNIS PRODUCTIONS	INSTRUCTIONAL SUPPLIES	\$10,357.50
GUTKNECHT MARK	OFFICIAL/JUDGE	\$100.00
HOYT BOB	OFFICIAL/JUDGE	\$100.00
HUK RUBBER STAMP CO.	INSTRUCTIONAL SUPPLIES	\$144.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$5.79
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$24.76
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$5.79
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$24.76
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$32.03
INTERSTATE DECAL	INSTRUCTIONAL SUPPLIES	\$272.87
IOWA CENTRAL CHEER	DUES AND FEES	\$300.00
IOWA FBLA-9400	DUES AND FEES	\$1,060.00
IOWA SPORTS SUPPLY	INSTRUCTIONAL SUPPLIES	\$1,236.00
IRONSIDE RICK	INSTRUCTIONAL SUPPLIES	\$193.75
JAMES RITTER	OFFICIAL/JUDGE	\$70.00
JEFF SCHNEIDERMAN	OFFICIAL/JUDGE	\$60.00
JEFFERSON HIGH SCHOOL	DUES AND FEES	\$170.00
JEFFRY DOWNING	OFFICIAL/JUDGE	\$60.00
KENNEDY HIGH SCHOOL	DUES AND FEES	\$60.00
LOESCH STEVE	OFFICIAL/JUDGE	\$65.00
MAKE MUSIC INC	INSTRUCTIONAL SUPPLIES	\$280.00
MARION POLICE	INSTRUCTIONAL SUPPLIES	\$387.00
MEDICAL SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$50.06
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$141.26
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$489.00
MICHAEL CHRISTOPHER	OFFICIAL/JUDGE	\$60.00
MID-WEST 3D SOLUTIONS, LLC	INSTRUCTIONAL SUPPLIES	\$160.00
MONTICELLO HIGH SCHOOL	DUES AND FEES	\$80.00
NATHAN JOHN SEVERSON	INSTRUCTIONAL SUPPLIES	\$450.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/23/2016 - 10/06/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
NATIONAL FFA ORGANIZATION	DUES AND FEES	\$450.00
OAKES CODY	OFFICIAL/JUDGE	\$60.00
PATIK KIM	OFFICIAL/JUDGE	\$109.20
PEIFFER RON	OFFICIAL/JUDGE	\$95.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$544.72
REGIS MIDDLE SCHOOL	INSTRUCTIONAL SUPPLIES	\$226.00
SCHNEEKLOTH TERRY	OFFICIAL/JUDGE	\$95.00
SHAWN THOMSEN	OFFICIAL/JUDGE	\$100.00
SOCCER INNOVATIONS	INSTRUCTIONAL SUPPLIES	\$721.05
SUBWAY	INSTRUCTIONAL SUPPLIES	\$363.80
TIPTON HIGH SCHOOL	DUES AND FEES	\$50.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$11.43
TRESONA MULTIMEDIA, LLC	INSTRUCTIONAL SUPPLIES	\$1,710.00
VALLEY HIGH SCHOOL	DUES AND FEES	\$80.00
VARSITY SPIRIT	INSTRUCTIONAL SUPPLIES	\$169.90
WALMART	INSTRUCTIONAL SUPPLIES	\$216.50
WEST HIGH SCHOOL	DUES AND FEES	\$75.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$95.25
WESTERN DUBUQUE HIGH SCHOOL	INSTRUCTIONAL SUPPLIES	\$40.00

Fund Total: \$35,958.58

Grand Total: \$2,132,811.83

End of Report

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 Licensors' rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain Licensors' 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 Licensors, any subsequent modification in such use, including changes in quality of the Licensed Product, must be reviewed and approved by Licensors prior to implementation of such modification. Licensors may terminate this Agreement if Licensee fails to abide by these quality control provisions.

4. USE OF THE TRADEMARK

4.1 Trademark Format. Licensors retain 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 Licensors.

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 Licensors.

4.3 Impairment of Licensors' Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensors' 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 Licensors' Rights and Remedies. Licensee agrees that Licensors retain, and may exercise, all rights and remedies available to Licensors 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 Licensors if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensors' written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensors' 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 Licensors 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 Licensors 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 Licensors' 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 the Agreement to be executed by their duly authorized representatives as of the date first set forth above.

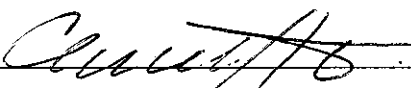
Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: INTERSTATE DECAL MFG.
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: OWNER
(Example: Head Coach)

Contact's Printed Name: CHIP NOVETZKE

Contact's Signature:  Date Signed: 10/1/16

How to Reach Contact: Phone: 319-294-2230
Email: ACCOUNTING@INTERSTATEDECAL.COM
Full Address: 2129 NORTH TOWN LN NE
CEDAR RAPIDS, IA 52402

Licensor:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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 the Agreement to be executed by their duly authorized representatives as of the date first set forth above.

Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: MH ADVERTISING
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: OWNER
(Example: Head Coach)

Contact's Printed Name: MICHAEL HATCHER

Contact's Signature:  Date Signed: 9-22-16

How to Reach Contact: Phone: 319 533-3811

Email: RHATCHER@EMOJIMAIL.COM

Full Address: 1801 WILLIAMS BLVD SW
CADAR RAPIDS IA 52404

Licenser:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: IMS BRANDED SOLUTIONS
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: Chris Abraham, Owner
(Example: Head Coach)

Contact's Printed Name: Chris Abraham

Contact's Signature: Chris Abraham Date Signed: 9/26/16

How to Reach Contact: Phone: 319-365-7159 ext: 1000
Email: CABraham@imslogo5hop.com
Full Address: 716 Oakland Road NE - Ste 100
Cedar Rapids, IA 52402

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: KLK Holdings, Inc. dba Level 10
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: Manager of Marketing
(Example: Head Coach)

Contact's Printed Name: Josh Whitlow

Contact's Signature:  Date Signed: 9/21/16

How to Reach Contact: Phone: 319-368-3085, ext 424
Email: josh@level10apparel.com
Full Address: 820 N 20th Avenue
Manchester, IA 52233

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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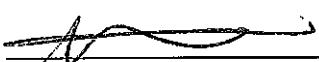
Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: 4imprint, Inc.
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: Customer Service
(Example: Head Coach)

Contact's Printed Name: Customer Service

Contact's Signature:  Date Signed: 9/22/16

How to Reach Contact: Phone: 877-446-7746

Email: sales@4imprint.com

Full Address: 101 Commerce St.
Oshkosh, WI 54901

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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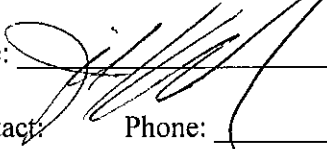
Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: SPORTS CONNECTION, INC. DBA BRANDED APPAREL
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: ACCOUNTING MGR
(Example: Head Coach)

Contact's Printed Name: JILL KAPPFL

Contact's Signature:  Date Signed: 9-26-16

How to Reach Contact: Phone: 319-435-2510

Email: JILL@BRANDEDAPPAREL.NET

Full Address: 4995 CHANDLER COURT

MARION, IA 52302

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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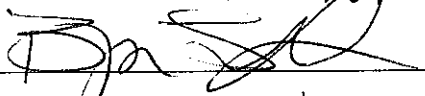
Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: Y8DUC SHIRT MY DESIGN, LLC
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: OWNER / DESIGNER
(Example: Head Coach)

Contact's Printed Name: BYRON J. WILSON

Contact's Signature:  Date Signed: 9/29/14

How to Reach Contact: Phone: (319) 423-1382
Email: YSMDC10THING@GMAIL.COM
Full Address: 515 BENLIFEY DR #9
MARION, IA 52308

Licenser:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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

Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: Decker Sports
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: CO-OWNER
(Example: Head Coach)

Contact's Printed Name: Barry Cory

Contact's Signature: Barry Cory Date Signed: 10/3/16

How to Reach Contact: Phone: 641-423-7423

Email: bcory@deckersports.biz

Full Address: 4850-4th ST SW
Mason City, IA 50401

Licensor:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Team/Entity: KOLLETON
(Example: LM Starz 3rd Gr Girls' BB Team)

Contact's Title/Position: LICENSING DIRECTOR
(Example: Head Coach)

Contact's Printed Name: Kyle Simons

Contact's Signature: Kyle J Sim Date Signed: 10-3-16

How to Reach Contact: Phone: 608-846-1823

Email: KJSIMONS@KOLLETONS.COM

Full Address: GILL PEPSI WAY
WINDSOR, WI 53598

Licensor:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Angie Morrison, Business Manager
Email: amorrison@Linnmar.k12.ia.us
Phone: 319-730-3673

Approver's Printed Name & Title: Tim Isenberg, Board President

Approver's Signature: _____ Date: _____

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

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.

**INTERAGENCY AGREEMENT FOR
SPECIAL EDUCATION PROGRAM
2016-2017 SCHOOL YEAR**

This Agreement is entered into between _____ Community School District (hereinafter "Resident LEA") and the Linn-Mar Community School District (hereinafter "Receiving LEA").

The Resident LEA wishes to obtain special education and related services for a resident student entitled to such programs and services, through an agreement with the Receiving LEA. The Receiving LEA agrees to provide these services at actual cost to the Resident LEA.

1. The student listed below will be provided special education and related services under this agreement:

Student: _____ State ID: _____ Date of Birth: _____
 Parent (or Legal Guardian): _____ Today's Date: _____
 Address: _____
 Student's Current Residing Address: _____
 Grade Level: _____ Basis of Enrollment: _____ Program: _____ Weight: _____
 Entry Date: _____ Exit Date: _____ School Building Attending: _____

Other information Receiving LEA desires:

2. The special education program and related services shall be provided in accordance with the Federal and State laws governing such services (including the Individuals with Disabilities Education Act, Iowa Code Chapters 256B, 257 and 273 and Iowa Administrative Code Chapter 281-41) and in accordance with the student's individualized education program ("IEP").
3. At all times, the Resident LEA shall remain responsible for providing the student a free appropriate public education ("FAPE"), including special education and related services. The Receiving LEA shall develop and/or implement an IEP in accordance with the rules of the Iowa Department of Education and with an opportunity for input from the Resident LEA; however, the Resident LEA remains responsible for insuring the student is receiving a free appropriate public education and shall be the responsible party in any dispute relating to the provision of special education and related services.
4. A designated representative of the Resident LEA shall be given notice and an opportunity to participate in IEP meetings regarding the student identified above and shall be given periodic progress reports as given to the parents of the student and at other times as requested by the Resident LEA.
5. The Receiving LEA reserves the right to limit enrollment to those students for whom appropriate programming and space is available in the Receiving LEA's programs, as determined by the receiving LEA.

6. The Receiving LEA reserves the right to enforce its discipline policy, attendance policy, and all other policies and procedures relating to student enrollment and conduct. If a student is excluded, the Resident LEA will be responsible for any continuing programs or services.
7. The cost of all special education and related services shall be paid by the Resident LEA to the Receiving LEA and shall be equal to the actual costs incurred in providing all such special education and related services. Actual costs will be determined and paid in the following manner:
 - A. The Receiving LEA shall provide the Resident LEA with an estimate of the actual cost of the special education program and related services for the current fiscal year. The estimated cost shall be determined by multiplying the special education weighting for the student times the Receiving LEA's per pupil cost. Cost will be prorated if service is for less than one full year.
 - B. Invoices for the estimated costs shall be forward to the Receiving LEA at the close of each semester.
 - C. The Receiving LEA shall provide the Resident LEA with an itemized final statement of actual costs by August 1 for the preceding fiscal year.
 - D. The Resident LEA shall pay the Receiving LEA within thirty-one (31) calendar days of receipt of an invoice.
8. The rights and responsibilities created in this Agreement may not be assigned without express written consent of both parties and may not be enforced by any third party beneficiary or any other person other than the Resident LEA and the Receiving LEA.
9. This Agreement may be terminated by providing at least ten calendar days' written notice to the other party.

Board President or Designee
Resident Local Education Agency

Board President or Designee
Receiving Local Education Agency

ATTEST: _____
District Representative
Resident Local Education Agency

ATTEST: _____
District Representative
Receiving Local Education Agency

Date

Date



AIA Document G701™ – 2001

Change Order

PROJECT (Name and address):	CHANGE ORDER NUMBER: CC-02	OWNER: <input type="checkbox"/>
Linn-Mar High School Kitchen Renovation and Oak Ridge Middle School Cafeteria Expansion Marion, Iowa	DATE: September 12, 2016	ARCHITECT: <input type="checkbox"/>
		CONTRACTOR: <input type="checkbox"/>
		FIELD: <input type="checkbox"/>
TO CONTRACTOR (Name and address):	ARCHITECT'S PROJECT NUMBER: 11-13105-23 / 11-12121-10	OTHER: <input type="checkbox"/>
Garling Construction, Inc. 1120 11 th Street Belle Plaine, IA 52208	CONTRACT DATE: March 7, 2016 CONTRACT FOR: General Construction	

THE CONTRACT IS CHANGED AS FOLLOWS:

(Include, where applicable, any undisputed amount attributable to previously executed Construction Change Directives)
See attachment for Change Order items and description.

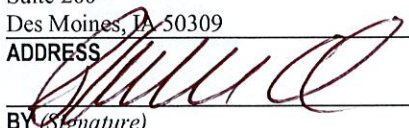
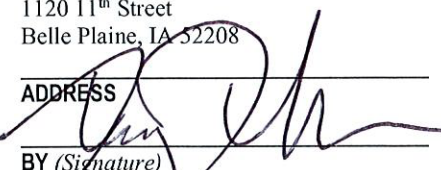
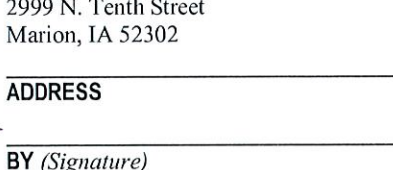

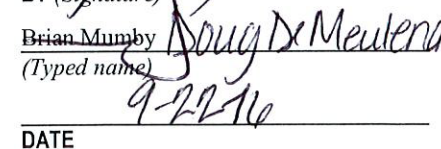
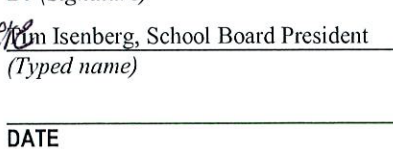
The original Contract Sum was	\$	1,970,000.00
The net change by previously authorized Change Orders	\$	3,890.00
The Contract Sum prior to this Change Order was	\$	1,973,890.00
The Contract Sum will be decreased by this Change Order in the amount of	\$	344.00
The new Contract Sum including this Change Order will be	\$	1,973,546.00

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 August 12, 2016 for the Linn-Mar High School Kitchen Renovation and on or before September 30, 2016 for the Oak Ridge Middle School Cafeteria Expansion project.

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.

<u>DLR Group, inc. (an Iowa Corporation)</u>	<u>Garling Construction, Inc.</u>	<u>Linn-Mar Community School District</u>
ARCHITECT (Firm name)	CONTRACTOR (Firm name)	OWNER (Firm name)
1430 Locust Street Suite 200 Des Moines, IA 50309	1120 11 th Street Belle Plaine, IA 52208	2999 N. Tenth Street Marion, IA 52302
ADDRESS	ADDRESS	ADDRESS
		
BY (Signature)	BY (Signature)	BY (Signature)
Paul Arend (Typed name)	Brian Mumby (Typed name)	Jim Isenberg, School Board President (Typed name)
		
DATE	DATE	DATE

DLR Group Project No. 11-13105-23 / 11-12121-10

General Contractor: Garling Construction

September 12, 2016

Linn-Mar High School Kitchen Renovation

Item No. 1:

Credit for grease duct modification in Kitchen area.

Total Item No. 1: **Deduct:** **(\$4,157.00)**

Item No. 2:

DLR Group Proposal Request PR CC-02 dated July 27, 2016. Pricing per Garling Construction, Inc. COR 6 dated August 18, 2016, DLR Group reviewed on August 23, 2016

Total Item No. 2:	Add:	\$2,744.00
--------------------------	-------------	-------------------

TOTAL AMOUNT OF LMHS KITCHEN RENOVATION ITEMS: DEDUCT: (\$1,413.00)

Oak Ridge Middle School Cafeteria Expansion

Item No. 1:

Cost to furnish (1) window A and (5) window B cast stone sills that were intended to be salvaged from existing at Oak Ridge Middle School. Existing sills were not deep enough due to larger masonry cavity on the new addition. Approx. 43 LF on south elevation.

Pricing per Garling Construction correspondence COR #05, dated August 18, 2016, reviewed by DLR Group on August 19, 2016.

Total Item No. 1:	Add:	\$1,069.00
--------------------------	-------------	-------------------

TOTAL AMOUNT OF ORMS CAFETERIA EXPANSION ITEMS: ADD: \$1,069.00

TOTAL AMOUNT OF CHANGE ORDER CC-02:	DEDUCT:	(\$344.00)
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EXTENDED SERVICE AGREEMENT

DAKTRONICS, INC. ('Daktronics')
201 Daktronics Drive
Brookings, SD 57006
Phone: (800) 325-8766
Daktronics Contact: Sergey Mazan

<i>For Internal Use Only</i>	
Bill to Loc #:	_____
Bill to Contact:	_____
Check #:	_____

Purchaser: Linn-Mar Community School District
Address: 2999 10th St
City, State, Zip : Marion, IA 52302-5478
Country: United States
Phone: (319) 892-4800
Contact: Bobby Kelly **Email:** bkelley@linnmar.k12.ia.us

Customer ID: 128625-002

Purchaser hereby agrees to purchase the services, peripherals and additional supplies (collectively, the 'Services') as described on Attachment A, subject to this Extended Service Agreement, the Terms and Conditions of Extended Service, and any and all applicable Attachments (collectively, the 'Agreement'), which documents Purchaser has reviewed and agrees to accept.

Term (Duration) of the Agreement

Commencement Date: 28 October 2016

Expiration Date: 27 October 2017

End user: Linn-Mar Aquatic Center, Marion, Iowa, United States

End user ID: 128625-003

Order No.: E187734-2	Original Job No.: S187734
Description of Services Provided	Price & Payment Terms
See Attachment A GOLD® Services	Due upon Commencement Date \$1,980

Unless specifically outlined in any Attachments or in the Agreement, this Agreement does *not* include the following:

1. Any applicable taxes.
2. Third party systems, hoist systems, and any ancillary equipment. Third party systems and ancillary equipment includes, but is not limited to, front end video control systems, audio systems, video processors and players, HVAC equipment, LCD screens, and static advertising panels. Daktronics will pass along any manufacturer's warranty. For a list of products commonly excluded from the Standard Service and Extended Service scope and to view the manufacturer's warranty, go to www.daktronics.com/exclusions.
3. Incorporation of accessories, attachments, software or other devices not furnished by Daktronics.

EQUIPMENT LIST

Original Job No.	Description of Equipment covered under this Agreement	Quantity	Customer ID
S187734			
	DVNMC-601-192X416-10-RGBSF Indoor Message Center	1	128625-003
	Omnisport 2000 Control Console	1	128625-003
	HS-200 Horn Start	1	128625-003
	RC-100 Control Console	8	128625-003
	SW-3004 Swimming Scoreboard	2	128625-003
	PC-2002 Pace Clock	3	128625-003

ATTACHMENT A

GOLD® Services

Scope of Services

Services Included

1. Daktronics parts coverage which includes:
 - 1.1. Daktronics Rapid Parts™ Exchange Program for available parts only.
 - 1.2. Repair or replacement of failed electronic parts or assemblies.
 - 1.3. Shipping of repaired or replaced failed electronic components from Daktronics.
2. Technical support via telephone during business hours as defined below.
3. Access to the Service Coordination Center.

Gold shall not include nor be construed to include any service or support that is not expressly stated above in the definition of the Gold service. Examples of services that are not within the scope of Gold service include, but are not limited to, the following:

- On-site labor to diagnose and/or replace failed electronic components.
- Remote monitoring services.
- After hours telephone support.

Above listed exclusions are available as billable services. Quotes may be provided upon request.

Business Hours:

Monday through Friday, 8 am to 5 pm CST (excludes Daktronics observed holidays).

Purchaser Responsibilities

The items listed below are the responsibility of the Purchaser.

1. Purchaser is responsible for routine operator functions such as content creation or scheduling.
2. Purchaser is responsible for management of customer-owned spare parts inventory.
3. Purchaser is responsible for costs of any on-site labor to diagnose and/or replace failed electronic components.
4. Purchaser is responsible for providing lift access to the display.
5. Purchaser is responsible for the maintenance items listed below; failure to properly maintain equipment may, at Daktronics' sole discretion, relieve Daktronics of its responsibilities under the Terms and Conditions of Extended Service attached hereto.
 - 5.1. Throughout the term of this Agreement, Purchaser shall maintain site conditions within the common environmental range of all system devices as specified by Daktronics.
 - 5.2. Purchaser is responsible for routine maintenance functions.
 - 5.3. Purchaser is responsible for purchasing and maintaining antivirus software on all control devices connected to Daktronics equipment. (See Daktronics Knowledge Base for list of supported software. DD2079868 <http://www.daktronics.com/Support/KB/Pages/Antivirus-software-recommendations.aspx>)

Gold® is a registered Daktronics trademark.

This Agreement shall be subject to the attached Terms and Conditions of Extended Service.

All invoices will be forwarded to Purchaser at the address indicated on page one (1) of this Agreement unless otherwise specified below:

Billing Address:

Company: _____
Address: _____
City, State, Zip: _____
Country: _____
Phone: _____
Contact: _____
Email: _____

Purchaser hereby confirms that the Services are to be delivered at the address specified below:

Site Address:

Company: Linn-Mar Aquatic Center
Address: 3457 10th St
City, State, Zip: Marion, IA 52302-5957
Country: United States

ACCEPTANCE:

In witness hereof, the parties hereto have executed this Agreement by and through their duly authorized officers.

PURCHASER: Linn-Mar Community School District

By: _____ Name/Title: _____ Date: _____
Signature Print or Type

PURCHASER PO # _____

DAKTRONICS, INC.

By: _____ Name/Title: _____ Date: _____
Signature Print or Type

This form is an important part of your coverage. Please sign and return the entire Agreement to Daktronics, Inc. Once the signed Agreement is entered into our system, you will receive a copy for your records. Offer expires 60 days from Proposal Date.

TERMS AND CONDITIONS OF EXTENDED SERVICE

1. Scope of Extended Service Agreement. The scope of the Extended Service Agreement (the "Service Agreement") covers the Equipment and any Software delivered by Daktronics that is delivered under the terms of the applicable software agreement between Purchaser and Daktronics, and shall also include those services defined on Attachment A, SCOPE OF SERVICES (excluding maintenance services which are the responsibility of Purchaser as defined on Attachment A or services which may be purchased for an additional fee) (the "Services"). Response Times are defined on Attachment A.

2. Contract Documents. The parties agree that any subsequently-issued Purchaser form, such as a purchase order, shall incorporate the terms and conditions of this Service Agreement. The provisions of this Service Agreement shall control in the event of any conflicting provision in Purchaser's form.

3. Commencement Date. The Services shall begin upon the date stated as the 'Commencement Date' as detailed elsewhere in this agreement.

4. Conditions Precedent. Daktronics reserves the right to suspend its performance in the event Purchaser fails to: (a) make payment as required, (b) maintain the Equipment within the recommended environmental conditions, including but not limited to appropriate ventilation/air conditioning for its location (Air conditioning systems must be maintained according to manufacturer's specifications), (c) perform preventative maintenance not included within this Service Agreement, or (d) perform any other obligation including, without limitation, complying with the terms of any software agreement between Purchaser and Daktronics.

5. Payment. Purchaser agrees to pay Daktronics according to the Payment Schedule. Unless otherwise stated, the price is exclusive of federal, state and local taxes, including without limitation sales, use, excise, privilege, or transactional taxes, but excluding Daktronics' income tax ('Tax'). Purchaser shall promptly pay upon demand such applicable Tax. Purchaser must present a valid exemption certificate if it claims any exemption from Tax. Late payments shall accrue interest at the rate of 1.5% per month or the highest amount permitted by law, whichever is lower.

6. Spare Parts Package. In the event the Equipment was purchased with a spare parts package, the parties acknowledge and agree that the spare parts package is designed to exhaust over the life of the Equipment and, as such, the replenishment of the package is not included in the scope of this Service Agreement.

7. Limitations of Coverage. This Service Agreement does not cover: (a) service due to: (i) inadequate or improper power, including without limitation a sudden surge of electrical power; (ii) improper handling, installation, adjustment, service, care, maintenance, storage or use of the Equipment; (iii) a Force Majeure Event; (iv) environmental conditions outside the Equipment's technical specifications (including, without limitation excessive temperatures, corrosives, and metallic pollutants); (v) defects or failures occurring during a lapse in service coverage; (vi) incorporation of accessories, attachments, software or other devices or systems not furnished by Daktronics; or (vii) any other cause other than ordinary use; (b) the provision of replacement communication methods (such as wire, metallic or fiber optic cable, conduit, trenching or other solutions) for the purpose of overcoming local site interference; (c) LED degradation occurring within Daktronics technical specifications (degradation means the LED continues to emit light, but at some lesser level of brightness); (d) paint or refinishing the Equipment or furnishing material for this purpose; (e) pixel failure less than a total of .5% of the overall display, or in the case of free form elements, one entire element; (f) electrical work external to the Equipment; (g) batteries; (h) third-party systems and other ancillary equipment including without limitation front-end video control systems, audio systems, video processors and players, HVAC equipment, and LCD screens; and (i) the security or functionality of End User's network or systems, including anti-virus software updates.

8. Actions that Void the Service Agreement. Daktronics shall be under no obligation to continue service under this Service Agreement if the Equipment or Software is: (a) moved from its location of initial installation or reinstalled without the prior written approval of Daktronics (unless the equipment was designed by Daktronics to be mobile), or (b) improperly repaired or altered in a manner inconsistent with the Equipment manufacturer's standards or recommendations.

9. Service Providers. Daktronics may select the parties delivering services under this Service Agreement at its reasonable discretion.

10. Access to the Equipment. The Purchaser shall provide unfettered, solid, safe and unrestricted access to the Equipment (including, if requested, any installed Software) taking into account environmental or site conditions. Unless otherwise specified on Attachment A, the Purchaser shall be required to provide any lifts or access equipment. Additional equipment or personnel required for safety, as determined by Daktronics in its reasonable discretion, shall be billed separately on a time and material basis.

11. Adverse Conditions. In no event shall Daktronics be obliged to perform Services under this Service Agreement during the existence of Adverse Conditions. 'Adverse Conditions' include without limitation, the following: severe inclement weather, hazardous site conditions including infestations of animals or dangerous insects, saturated ground conditions, or residence or occupation by unauthorized personnel. The determination of a site condition as an Adverse Condition shall be at the reasonable discretion of Daktronics. Inaccessibility due to Adverse Conditions will exempt a location from coverage under this Service Agreement until such time as the Equipment becomes safely accessible once again.

12. Cooperation. Purchaser shall fully cooperate with Daktronics in connection with the service of the Equipment and Software. The Purchaser shall promptly notify Daktronics of Equipment and Software failure. Waiver of liability or other restrictions shall not be imposed as a requirement prior to accessing the site.

13. Return Items. All items returned to Daktronics must have a Return Material Authorization (RMA) number. For exchange items, the number is included with the shipment of the exchange unit. For repair items, an RMA number can be obtained by phone (800-325-8766), (International +1-605-697-4000), fax (605-697-4444) unless otherwise directed by Daktronics.

14. Shipping. When returning parts to Daktronics for repair or replacement, Purchaser assumes all risk of loss or damage, agrees to use any shipping containers, which might be provided by Daktronics, and agrees to ship the Equipment in the manner prescribed by Daktronics. If returning equipment within the United States or within Canada, all Equipment must be returned by Purchaser FOB Daktronics' designated facility. If returning equipment across country borders, all Equipment must be returned by Purchaser DDP Daktronics' designated facility per INCOTERMS

2010. Daktronics assumes all risk of loss or damage during return shipment to Purchaser and such Equipment shall be returned by Daktronics FOB or DDP Purchaser's designated facility as appropriate.

15. Confidentiality. To the extent permitted by law, Purchaser shall consider all information furnished by Daktronics, including the terms and conditions of this Service Agreement, to be confidential and shall not disclose any such information to any other person, or use such information itself for any purpose other than fulfillment of this Service Agreement unless Purchaser first obtains written permission from Daktronics to do so. Purchaser shall provide confidential information only to those of its agents, servants, and employees who have been informed of the requirements of this paragraph and have agreed to be bound by them. The provisions of this paragraph shall survive termination of the Service Agreement.

16. Default. Daktronics reserves the right to terminate this Service Agreement and accelerate all amounts due and payable if: (a) Purchaser fails to make payment to Daktronics within ten days of the agreed payment dates, (b) Purchaser otherwise fails to comply with any material provision of this Service Agreement, or (c) any proceeding is filed by or against Purchaser in bankruptcy. Daktronics reserves all its rights (both legal and equitable) under the Agreement, applicable statutes, and the common law. If Purchaser fails to perform any covenant or obligation under this Service Agreement or any other agreement that Purchaser has with Daktronics, including without limitation the failure to pay when due any amounts owed to Daktronics, Daktronics shall be excused from the performance of any of its obligations under this Service Agreement and any other agreement it has with the Purchaser. Purchaser shall be liable for any and all costs and expenses (including reasonable attorney's fees) incurred by Daktronics in enforcing any provision of this Service Agreement.

17. Indemnity. Daktronics shall indemnify, defend and hold harmless the Purchaser and their respective subsidiaries, officers, directors, shareholders, partners, employees, agents, insurers, successors and assigns from any third-party claims for liability, losses, damages, costs or expenses (collectively, 'Losses') to the extent that such Losses arise out of: (i) any negligent act or omission by Daktronics or its personnel, agents, subcontractors, or others engaged by Daktronics or under Daktronics' control related to the execution of this Service Agreement; (ii) any claim against any indemnified party by reason of or alleging any unauthorized or infringing use by an indemnified party of any patent, process, trade secret, copyright, trademark, or other intellectual property right regarding the Equipment or the Software and its components; or, (iii) any fine or assessment with respect to any violation or alleged violation of any applicable laws regarding safety or health.

The Purchaser shall indemnify, defend and hold harmless Daktronics and its subsidiaries, officers, directors, shareholders, partners, representatives, employees, agents, insurers, successors and assigns of each of the foregoing from any and all Losses arising out of or in any way related to: (i) any negligent act or omission by the Purchaser or its personnel, agents, subcontractors, or others engaged by the Purchaser or under their control (other than Daktronics or its personnel, agents, subcontractors, or others engaged by Daktronics or under Daktronics' control), or (ii) any unauthorized or infringing use by an indemnified party of any patent, process, trade secret, copyright, trademark, or other intellectual property right.

18. Disclaimers; Limitation of Liability. Daktronics makes no representations or warranties under this Service Agreement. The damage limitation provided in this Service Agreement and the remedies stated herein shall be exclusive and shall be Purchaser's sole remedies. THE PARTIES AGREE THAT IN NO EVENT WHATSOEVER SHALL THE LIABILITY OF EITHER PARTY EXCEED THE AMOUNT OF THE PURCHASE PRICE. IT IS AGREED THAT IN NO EVENT SHALL EITHER PARTY BE LIABLE FOR SPECIAL, INCIDENTAL, CONSEQUENTIAL OR INDIRECT DAMAGES, REGARDLESS OF CAUSE, WHETHER SUCH LOSSES ARISE DIRECTLY OR INDIRECTLY FROM THE OTHER PARTY'S ACTS, OMISSIONS, OR BREACH. For the purposes of this Agreement, the Parties agree that "Consequential Damages" include, but are not limited to, loss of use, loss of profit, loss of business opportunity, and loss of advertising revenue. Purchaser explicitly accepts the provisions of this paragraph in return for the prices granted under the Service Agreement. Purchaser understands and agrees that the prices granted herein would be higher in the absence of this limitation of liability. No action against Daktronics shall be commenced more than one year after the accrual of the cause of action. Daktronics shall have no liability with respect to claims relating to or arising from use of third-party products and services.

19. Force Majeure. Both parties shall be excused from any liability under this Service Agreement for any delay in performance or failure to perform which delay or failure to perform is caused by circumstances which are beyond the reasonable control of that party, including without limitation acts of God, natural disaster, fire, flood, labor or material shortages, war, vermin, earthquakes, tsunami, acts of terrorism, etc. (a 'Force Majeure Event').

20. Assignment. Unless otherwise stated, this Service Agreement may not be assigned by either party without the prior written consent of the other party.

21. Miscellaneous. This Agreement shall be governed by the laws of the state where the Services are provided without regard to its conflict of law principles. This Service Agreement is the product of negotiations between the parties hereto represented by counsel and any rules of construction relating to interpretation against the drafter of an agreement shall not apply to this Service Agreement and are expressly waived. This Service Agreement represents the entire agreement of the parties and supersedes any previous understanding or agreement regarding the Services. This Service Agreement may not be amended or altered in any manner except in a writing signed by both parties. This Service Agreement may be executed in counterparts. The Purchaser and Daktronics are not partners or joint venturers. If any part of this Service Agreement is in any manner held to be invalid, illegal, void, or to be in conflict with any law, then the validity of the remaining portions or provisions of this Service Agreement shall not be affected, and such part, term, paragraph or provision shall be construed and enforced in a manner designed to effectuate the intent expressed in this Service Agreement to the maximum extent permitted by law.



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 must be submitted for overnight trips along with the required documentation:

Field Trip Group: FBLA Submitted by: Kathy Larson
(Examples: Robotics, FBLA, etc.) (Name)

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		<u>Mark Hatcheson</u>	Date	<u>9-28-16</u>
District Administrator Approval		<u>RICK A. IRONSIDE</u>	Date	<u>9-29-16</u>
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; 2/23/15 Revised 10/08; 1/10



Linn-Mar Community Schools

9-28-16
Date Received

Overnight Field Trip Request Form

Field trip requests must be submitted 3 weeks prior to the departure date. Send your completed form, with all required items included, to the **Learning Resource Center, Office of Support Services** for approval. The sponsor will be notified when the approval process is complete.

Sponsor: Kathy Larson
Brent Henry Date of Request: 9-28-16

Purpose of the Trip: FBLA National Fall Leadership
Conference

Departure Date: 11/4/2016 Return Date: 11/6/2016

Destination: Milwaukee, WI

Chaperones: Kathy Larson Brent Henry

Please attach these required items:

- o Itinerary
- o Overnight Accommodations
- o List of Participants
- o Mode of Transportation
- o Criteria Checklist—pg 2 of this form

For Office Use Only	
Building Approval: <u>Mark Hunter</u> Principal or Assoc. Principal	Date: <u>9-28-16</u>
District Approval: _____ Executive Director-Support Services	Date: _____

Assessment

Students will be required to attend workshop sessions and summarize and reflect upon what they learned in each session. Summary forms will be distributed to the students prior to their first session and will be collected by FBLA Advisers upon the conclusion of the conference.

Funding

Students will be responsible for their own registration, travel and lodging expenses to attend the conference. No student wishing to attend expressed a concern regarding an inability to pay the expense. Students are expected to bring additional money for expenditures on their own.

Student Fees Collected

Registration	\$65.00
Transportation	70.00
Lodging	<u>130.00</u>
TOTAL	\$265.00

Common Experience

Students should find that by attending this year's conference, they will be a more productive member of any group of which they are a part. Many sessions are designed to enhance student learning in areas of professionalism, leadership, taking initiative, and work ethic, among other topics that benefit all students and are applicable in all course work and life situations.

Multi-Disciplinary

Attending students will be exposed to a wealth of information that is applicable to their coursework at Linn-Mar and beyond the school halls throughout their life. Leadership skills, career advice, lessons on professionalism, and specific skills will be emphasized at the conference.

List of Participants**Student Name****Faculty Name**

Brent Henry

Kathy Larson

Celebrate A Legacy of Leadership at FBLA-PBL's 2016 National Fall Leadership Conferences (NFLCs)! Hear from dynamic keynote speakers; attend exciting workshops; and network with members from across the country in Milwaukee (WI), Daytona Beach (FL), and Dallas (TX).



Table of Contents

Preliminary Conference Schedule	1
Conference Information	2
Online Registration	
Registration Rates	
Payment	
Registration Changes	
Refund Policy	
Registration Hours	
FBLA-PBL MarketPlace	
Accident Insurance	
NFLC Workshop Topics	
Exhibits	
Americans with Disabilities Act (ADA)	
Milwaukee, WI	3
Daytona Beach, FL	4
Dallas, TX	5
Code of Conduct & Dress Code	6

Division Exclusive Programs

FBLA

Held in all three NFLC cities, **FBLA Foundations** offers FBLA freshmen and sophomores a chance to learn about FBLA-PBL and the leadership opportunities available. Members will also network with national officers.

FBLA-Middle Level (Daytona Beach, FL)

The **FBLA-Middle Level Program** will be held exclusively at the Daytona Beach NFLC. FBLA-Middle Level members attend NFLC sessions on Friday, then have specialized workshops on Saturday. Watch the FBLA-PBL website and your email for more information about unique workshops designed especially for FBLA-Middle Level members and advisers!

State Officer Track

Each NFLC will feature an exclusive workshop track for FBLA and PBL state officers. State teams will learn to use national programs & social media to recruit & retain members, and network with FBLA, PBL, & Professional Division national officers and other state officer teams.

Preliminary Conference Schedule

Schedule is tentative. Times & functions are subject to change without notice.

Friday

11:00 a.m.–6:00 p.m.	Registration
11:00 a.m.–9:00 p.m.	FBLA-PBL MarketPlace
1:00 p.m.–1:45 p.m.	Workshops
1:00 p.m.–4:30 p.m.	Optional business tours (if available)
2:00 p.m.–2:45 p.m.	Workshops
3:00 p.m.–3:45 p.m.	Workshops
5:00 p.m.–8:30 p.m.	Optional state meetings, dinner on your own, and/or free time
7:00 p.m.–9:00 p.m.	Registration
9:00 p.m.–10:15 p.m.	Opening Session
Midnight	Curfew

Saturday

8:00 a.m.–4:00 p.m.	FBLA-PBL MarketPlace
	Exhibits
9:00 a.m.–9:45 a.m.	Workshops
10:00 a.m.–10:45 a.m.	Workshops
11:00 a.m.–11:45 a.m.	Workshops
1:30 p.m.–2:15 p.m.	Workshops
2:30 p.m.–3:15 p.m.	Workshops
3:30 p.m.–4:15 p.m.	Workshops
5:00 p.m.–6:15 p.m.	Closing Session
6:15 p.m.–8:30 p.m.	Dinner on your own/free time
9:00 p.m.–11:00 p.m.	Blue Jeans for Babies Dance
Midnight	Curfew

Special Pre-conference Workshop: Build Your LinkedIn Profile

Workshop Fee: \$30 (sign up during online NFLC registration)

Workshops to be held on Friday mornings, November 4, 11, & 18 from 8:00–9:45 a.m. or 10:00–11:45 a.m.

Social media is a tool for life and will be tapped into by colleges, admissions people, scholarship committees, potential employers, and internship opportunities. Your online life can and should be a digital portrait of your best self.

LinkedIn is the most important social media platform for students looking to make a strong case for college admission and career success. Social Assurty's hands-on workshop is designed for students to fully grasp the powers of LinkedIn while teaching the techniques needed to showcase your activities, accomplishments, and interests to targeted communities.

Bring a Wi-Fi-enabled device, as you will be building your LinkedIn profile in real time.

social assurty
Your online life. Elevated.

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 must be submitted for overnight trips along with the required documentation:

Field Trip Group: LMHS Student Council Submitted by: Honey Sue Heater
(Examples: Robotics, FBLA, etc.) (Name)

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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Assessment	Required	There is evidence that students will be required to demonstrate their understanding of the learning/s expected from this experience.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Funding	Required	A source of funding has been determined that meets Department of Education and District guidelines Reference: Board Policy 603.3	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Multi-disciplinary	Recommended	This field trip/work site visit, excursion addresses more than one curricular area and offers the opportunity for curriculum integration.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
School Administrator Approval		<u>Mary I. Lohr</u> Date <u>10/4/16</u>		
District Administrator Approval		<u>Rick A. Jansone</u> Date <u>10/5/16</u>		
Board Approval				

- 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; 2/23/15 Revised 10/08; 1/10



Linn-Mar Community Schools

10/4/16
Date Received

Overnight Field Trip Request Form

Field trip requests must be submitted 3 weeks prior to the departure date. Send your completed form, with all required items included, to the **Learning Resource Center, Office of Support Services** for approval. The sponsor will be notified when the approval process is complete.

Sponsor: Student Council Date of Request: 10/4/16
Honey Sue Heatin

Purpose of the Trip: State Leadership Conference

Departure Date: 10/30/16 Return Date: 10/31/16

Destination: Des Moines - Iowa Event Center

Chaperones: Honey Sue Heatin
Karla Blakeley
Mark Hutchinson

Please attach these required items:

- o Itinerary
- o Overnight Accommodations
- o List of Participants
- o Mode of Transportation
- o Criteria Checklist—pg 2 of this form

For Office Use Only	
Building Approval: <u>Mark Hutchinson</u>	Date: <u>10/4/16</u>
Principal or Assoc. Principal	
District Approval: <u>Rick A. Janside</u>	Date: <u>10/5/16</u>
Executive Director-Support Services	

Purpose

This is an annual Student Council State Leadership Conference. Its sole purpose is to offer leadership ideas, workshops, skills and development to the kids around Iowa who are a part of Student Council/Senate in their schools. The opportunity to collaborate with other schools, student and bring these new ideas and skills and projects to their student body and help develop a deeper sense of purpose and achievement that can be carried on to their adult life.

Pre-Planning

Encouraging our students to go to the sessions available that are applicable to a school the size of Linn-Mar. To help us figure out new / fresh ways of getting the student body excited and lift the sense of school spirit.

Follow-Up

Bring what we have heard and seen to the whole student council group for discussion and implementation.

Assessment

Each student will be required to share one idea they learned to the Student Council group and have an idea to make this idea happen at Linn-Mar

Funding

Student Council will cover the Conference fee for all students. They will cover cost of the hotel room cost. *Conference fee and hotel fee will cover most meals. Students will be individually responsible for remaining.*

Common Experience

This is an IASC planned Leadership Conference. Their sole purpose is leadership development among the schools involved. As you can see by the itinerary there are Key note speakers, over 23 separate breakout sessions to choose from. Subjects ranging from Fundraising, Volunteering/Community Service, Team building, etc.

Itinerary –

Leave Linn-Mar at 1pm on Sunday Oct 30 & return back to Linn-Mar around 3pm on Monday Oct 31

Rest of itinerary attached!

List of attendees

Honey Sue Heater - adv

Karla Blakely – adv

Mark Hutcheson – Administrator

Student names not listed

Criteria Checklist – included**Overnight (Hotel) Accommodations - TBD**

(either Holiday Inn Downtown @ Mercy Campus, Quality Inn and Suites Events Center , Embassy Suites DSM Downtown)

Mode of Transportation – School Vans

Transportation request submitted 10/4/16

IOWA STUDENT LEADERSHIP CONFERENCE 2016

AGENDA (Times are approximate)

SUNDAY EVENING ACTIVITIES

- 6:30 - 7:00 PM **Registration--Lobby Iowa Events Center-3rd St.**
7:00 - 7:50 PM **Keynote--Scott Backovich**
8:00 - 8:45 PM **Community Service project, led by state officers**
 Please note there is a 10:30 PM curfew.

MONDAY MORNING GENERAL SESSION

- 8:30 AM **Registration--Lobby Iowa Events Center--3rd Street**
9:00 AM **Opening General Session--Hall B, 2nd level**
 - Welcome
 - Presentation of Warren E. Shull Iowa HS Adviser of the Year Award
 - Presentation of Warren E. Shull Iowa MS Adviser of the Year Award
 - Presentation of the IASC Administrator of the Year Award
 - Presentation of Honor Council Awards & National Council of Excellence Awards
 - Presentation of Kelly Neiber Service Project Award

9:25 AM **Keynote Speaker--Scott Backovich**
10:15 AM **Recognition of Outgoing State Officers & Introduction of New State Officers**
10:25 AM **State Project Presentation--IASC State Officers**

**Immediately after the final announcements students are dismissed to go to Special Interest Sessions on the second & third floors. The snack bar will be open on the 3rd level.*

SPECIAL INTEREST BREAK-OUT SESSIONS

- 10:40 - 11:10 AM **Session 1** For specific details on each session, go to
11:20 - 11:50 AM **Session 2** www.iowastudentcouncils.org and check out the full program.
12:00 - 12:30 PM **Session 3** Below is the title of each session.

- Hall B** **Sessions 1 - 3 (ticket needed)--Be a Catalyst** - Scott Backovich, keynote speaker
Room 311 **Session 1--Honor Council & Becoming a State Office** - Laura Grommesh, Ellen Keast, Rachel Mosinski
Room 311 **Sessions 2 & 3--Adviser Idea Exchange** - Jacob Brindle, Catherine Lechtenberg, Lu Peverill
Room 312 **Sessions 1 & 2--Iowa Leadership Training Camp** - 2016 Camp Staff
Room 312 **Session 3--2016-2017 State Project--Iowans Helping Iowans** - 2016-2017 State Officers
Room 313 **Session 1--201-2017 State Project--Iowans Helping Iowans** - 2016-2017 State Officers
Room 313 **Sessions 2 & 3--Leading by Choice** - Jeff Kluever, Billie Ray Center
Room 314 **Session 1--Big School, Big Events** - Valley High School
Room 314 **Session 2--The Teaching Profession Needs YOU!** - Dr. Terri Lasswell, Dr. Victoria Robinson
Room 314 **Session 3--Improve Your School Climate Through FUNdraising** - Bondurant-Farrar MS
Room 315 **Sessions 1 & 2--Every Bobcat Matters** - Western Dubuque HS
Room 315 **Session 3--A More Inclusive Senior Survivor** - Ballard HS

Room 316 ***Session 1--"Worth-less" Campaign for Equal Education Funding - Madison Cousins***
Room 316 ***Sessions 2 & 3--May Day 5K - Bondurant-Farrar HS***
Room 317 ***Session 1 & 2--Pennies War Workout - Shenandoah MS***
Room 317 ***Session 3--Dancing for the Kids--Sioux City North HS***
Room 318 ***Sessions 1 & 2--Student Voice Outside of Student Government - Iowa Student Learning
Institute***
Room 318 ***Session 3--Team Building & Ice Breakers from NSLS -***
Room 319 ***Sessions 1 & 2--Inter-School Events: Getting the Community Involved! - Bettendorf HS***
Room 319 ***Session 3--Raise Your Own Money, So You Spend It How You Like - iSow***
Room 320 ***Session 1--Raise Your Own Money, So You Spend It How You Like - iSow***
Room 320 ***Sessions 2 & 3--Your Ticket Sales with School Collector's Ticketing Software (and
learn how to earn \$1000 for your Student Council) - Gerrit & Tara Stukkie***