

Inspire Learning. Unlock Potential. Empower Achievement.

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

Linn-Mar Community School District Board of Education Work Session Minutes October 24, 2016 Pride Rock Commons – LM High School

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 Pride Rock Commons of the High School by Board President 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, Morrison, Bisgard, Breitfelder, Anderson, Christian, and Ramos.

200: Adoption of Agenda – *Motion 81-10-24*

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

300: Work Session

The work session focused on a high school theme with the following presentations:

LMHS Writing Center/Riff Room: Student Director Mary Claire Henricksen presented information on the history and purpose of the center. Their mission is, "to foster independent learning and increase the effectiveness of writing across the HS curriculum." Their goals are: 1) to encourage an investment of time, energy, and focus in writing, 2) to support a culture that values the importance of writing in everyday work, and 3) to foster an attitude and environment of enthusiasm and cooperation in the classroom. The Writing Center is supervised by student leaders and offers tutoring, student volunteer opportunities, and community outreach opportunities. Students who serve as tutors can also earn silver cord hours and credit hours. For additional information on the Writing Center/Riff Room, visit their website at: www.riffroom.org.

theROARstore: Business Education Teacher Corey Brinkmeyer presented information on theROARstore and their mission to, "provide LMHS students with the opportunity to experience all aspects of running a small business, and in turn provide the surrounding community with a convenient place to purchase branded LM merchandise." The store is student-led and is a Jr/Sr Capstone course. TheROARstore officially opened their new brick and mortar store this month with a ribbon cutting ceremony. The store is located just inside door #13 near the south commons. Students select, design, and advertise the merchandise, operate the store, and communicate directly with vendors about new products. In 2016, theROARstore has doubled its sales and sold approximately 479 items during homecoming week alone, for a profit of \$2,634.50. Future goals consist of diversifying their product line, continuing to improve the store layout, and offering store hours during evening, district events.

Website: http://roarstore.weebly.com/

College & Career Center: Sheryl Cline, 9th-10th Grade Counselor, and Mark Hutcheson, 11th-12th Grade Associate Principal, presented information on the College & Career Center. The center provides a variety of avenues for students to explore their interests regarding future colleges and/or careers. The center also provides help to students in executing the next steps after graduation such as 4-year planning, FASFA and financial aid help, and resume and interview preparation. The center offers early information sessions, college and career tours, lunch and learn sessions, and grade-level student/parent presentations.

Website: https://sites.google.com/site/linnmarschoolcounseling/career

<u>High School Program of Studies</u>: Jeff Frost, Director of High School Teaching & Learning, shared an update on the High School Program of Studies, which is a listing of the course descriptions and prerequisites for the 150+ courses offered at the High School. The Program of Studies is updated on an annual basis and a recent change in timeline and process led to the opportunity to gather important feedback on course offerings, student needs, and enrollment trends. The Program of Studies can be found by visiting the High School web page.

High School Athletics: Athletic Director David Brown and Associate Athletic Director Tonya Moe presented information on the HS Athletic Program. HS athletics are part of the Mississippi Valley Conference which has two divisions: Mississippi Division and Valley Division. The boys compete in 4A and the girls compete in 4A/5A. There are currently 14 area districts that make up the Mississippi Valley Conference with competitions occurring in fall, winter, spring, and summer. To develop the culture of the Athletics Program, Brown and Moe are hosting monthly meetings with all the head coaches to set goals that reflect positivity, hard work, sportsmanship, altruism, and integrity. This allows the coaches time to meet, build relationships (as 40-50 coaches do not work for the district), share concerns and suggestions, and work on building goals together. Brown and Moe also meet with coaches weekly and/or daily; as well as conduct formal coaching evaluations. In the last seven years, LMHS Athletics has averaged 1,300 student athletes per year, or 62% of the student body. The Athletics Program values character development, educational athletics, high participation numbers, success; and aiding in the development of student values and traditions. Their website can be found by visiting the High School web page.

<u>400: Adjournment</u> – <u>Motion 82-10-24</u>

Motion by Patterson to adjourn the work session at 6:37 PM; second by AbouAssaly. Voice vote; motion approved.

A special thanks to Ms. Amanda Platten and the Family & Consumer Science students for preparing dinner for the Board and Cabinet! The food was delicious. ©

Tim Isenberg, Board President
Angie Morrison, Board Secretary

Minutes submitted by: Gayla Burgess, Admin Asst to the Superintendent 10/24/16



Inspire Learning. Unlock Potential. Empower Achievement.

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

Linn-Mar Community School District Board Meeting Regular Session Minutes October 24, 2016 High School Pride Rock Commons

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 Pride Rock Commons of the High School by Board President 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, Morrison, Bisgard, Breitfelder, Anderson, Christian, and Ramos.

200: Adoption of the Agenda - Motion 83-10-24

Motion by Patterson to approve the agenda as presented; second by Weaver. Voice vote; motion approved.

300: Recognitions/Proclamations

The Board recognized Dan Terrell, Aaron Nuss, and Jennifer Tiede along with the Marching Band for their musical accomplishments and for setting a great example of "compassion during competition." The Linn-Mar Marching Band presented the Jefferson High School Marching Band with a special recognition for their decision to not attend a major competition so the students could volunteer during the flood relief efforts.

400: Audience Communications

500: Resolutions/Opening of Bids/Public Hearings

600: Informational Reports

601: Health & Human Development Committee

Leisa Breitfelder, Executive Director of Student Services, reported that during the October 20th Health & Human Development Committee meeting, the discussion included the topics of school safety, ALICE trainings with students and the difference between lesson plans and drills, Blue Zones update, and a review of the Strategic Plan and how it may affect the committee.

602: Marion City Council

Weaver reported that during the October 20th Marion City Council meeting the following item was discussed which pertains to the district: Marion City Council Resolution No. 25630 approving Aspen Ridge Estates 2nd Addition Final Plat and Memorandum of Agreement for property located north of Tower Terrace Road and east of Irish Drive (Integrity Custom Homes).

603: Board Book Exhibit 603.1

Superintendent Shepherd reviewed highlights of the Board Book, formerly known as the Administration Report, drawing attention to the professional learning day agenda, NWEA assessment results, certified enrollment, and the achievements and honors page.

Weaver asked if the State would still be charging districts an annual fee of up to \$29 per student for the Smarter Balanced assessment and if anyone was appealing this to the State? It was clarified that there would be a fee, but the State has not notified the district of the exact cost. It was also clarified that the UEN and IASB are representing the voice of school districts on the issue.

Isenberg requested additional data on certified enrollment be presented at a future board meeting, including open enrollment data and past trends. Associate Superintendent Bisgard agreed to compile the data as requested.

700: Unfinished Business

701: Approval of District Restructuring Plan – Motion 84-10-24

Exhibit 701.1

Motion by AbouAssaly for the Board to approve the proposed restructuring plan that involves moving 5th grade from the elementary buildings and 9th grade from the middle school buildings, reassign middle schools to 5th-7th grades and the high school to 10th-12th grades, and the creation of an 8th-9th grade center; second by Gadelha. Isenberg shared that the majority of feedback received was positive, it is the most fiscally responsible plan for the district, it relieves pressure from all buildings, and that it grows new student opportunities. Voice vote; Patterson abstained. Motion approved.

702: Approval of District Strategic Plan – Motion 85-10-24

Exhibit 702.1

Motion by AbouAssaly for the Board to approve the district's Strategic Plan for 2016-2026 as presented in Exhibit 702.1; second by Nelson. Voice vote; motion approved.

800: New Business

801: Open Enrollment Requests - Motion 86-10-24

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

Approved In

		Name	Grade	Resident District	Reason
ſ	1	Maxedon, Parker	K	Cedar Rapids CSD	Good Cause
Ī	2	McGonigle, Alivia	1 st	Marion Independent	Good Cause

900: Consent Agenda

901: Personnel

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement		
Brizard, Sylvie	District: ELL Paraprofessional	10/25/16	LMSEAA V, Step 10		
Dolezal, Emily	NE: Part-time Student Support Associate	10/24/16	LMSEAA II, Step 10		
Gates, Kathy	BW: Student Support Associate	10/31/16	LMSEAA II, Step 10		
Hilim, Alexa	NE: Student Support Associate	10/24/16	LMSEAA II, Step 9		
Lydon, Teresa	HS: Student Support Associate	10/12/16	LMSEAA II, Step 7		
Potratz, Natalee	LG: Student Support Associate	10/25/16	LMSEAA II, Step 6		
Vargas, Angela	WF: Student Support Associate	10/12/16	LMSEAA II, Step 8		

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Blythe, Deb	HS: Student Support Associate	10/28/16	Personal
Gussie, Jessica	EH: Student Support Associate	10/29/16	Personal
Matt, Eileen	NS: EX Production Manager	1/2/17	Retirement
Stickney, Lynette	WF: School Facilitator	11/30/16	Personal
Williams, Jan	OR: ASSIST Program Associate	10/6/16	Personal

Extra-Curricular: Resignation

Name	Assignment	Dept Action	Reason
Robinson, Jason	OR: Head Girls' Track Coach	10/19/16	Personal

902: Approval of Minutes from October 10th

Exhibit 902.1

903: Approval of Bills

Exhibit 903.1

904: Approval of Contracts

Exhibits 904.1-6

- 1. Amendment to professional services agreement with Shive Hattery in reference to the Westfield Elementary parking lot project easement preparation for a total of \$6,700.00.
- 2. Change order with Larson Construction for materials/labor associated with the Westfield Elementary addition for an increase of \$7,599.07.
- Cooperative agreement with Iowa Department of Human Services (DHS) Division of Medical Services to assure that the state share of Medicaid dollars spent on LEA-covered services is returned to DHS.
- 4. State of Iowa E-Rate consortium letter of agency for funding years 2017-19 for the procurement of telecommunications as well as all other services reasonably necessary for the procurement, provision, maintenance, and operation thereof.
- 5. Letter of commitment between Dan Terrell, Linn-Mar Band, and the ASPIRE Institute for a 5-year commitment to commission/compose 15-20 works for a total of \$1,500.00.
- 6. Commercial licensing agreement with Laura Mills, Sales Manager with Pel Industries.
- 7. Interagency agreements for Special Education programming with Cedar Rapids CSD (1) and Marion Independent (18). For student confidentiality; no exhibits provided.

905: 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 at this time.*

906: Board Information

Exhibit 906.1-2

- 1. Cash balance report and school finance report as of 9/30/15
- 2. Cash balance report and school finance report as of 9/30/16

907: Approval of the Consent Agenda – *Motion 87-10-24*

Motion by Nelson for the Board to approve the consent agenda with the removal of item *902.1* – *Approval of Minutes from October 10th*, for separate consideration and action; second by Patterson. Voice vote; motion approved.

908: Items Removed from the Consent Agenda for Separate Action – **Motion 88-10-24**Motion by Nelson for the Board to approve item 902.1 – Approval of Minutes from October 10th, with the correction to item 601 – Marion City Council to reflect the corrected wording as follows: "Welson 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;" second by Weaver. Voice vote; Patterson abstained. Motion approved.

1000: Communications, Announcements, and Transmittals

1001: Board Communications

Communications included the recognition of the America Reads event organized by Karla Terry, Coordinator of Community Relations, a reminder that the Board should begin focusing on the bond referendum, the suggestion to coordinate a Board photo during the IASB conference, a special thank you to Rick Ironside for a recent tour of district facilities, positive feedback received from recent '76, '81, and '86 class reunion events, and the unique opportunity to visit the High School for tonight's board meeting. Board President Isenberg also shared that he received positive feedback regarding his presentation to the Marion Independent School Board on the Innovation Center.

<u>1002: Calendar</u> Corrections and updates to the calendar are noted below:

Date	Time	Event	Location
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
October 28th	1:00 PM	Success Center Open House	1055 Linden Dr., Suite B
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	Board Work Session	Boardroom
	7:00 PM	Board Regular Session	
November 1 st 9th	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	6:15 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 21st	5:00 PM	Board Work Session	Boardroom
	7:00 PM	Board Regular Session	
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 89-10-24

Motion by Patterson to adjourn the regular session at 7:30 PM, second by AbouAssaly.	Voice
vote, motion approved.	

Tim Isenberg, Board President

Angie Morrison, Board Secretary

Minutes submitted by: Gayla Burgess, Admin Asst to the Superintendent 10/24/16

Program of Studies Process

October 2016



Purpose

- 1) Course descriptions and prerequisites for the 150+ courses offered at LMHS
- 2) Departmental course sequencing and maps
- 3) Pertinent information about the High School
- 4) Document used for registration by students, parents, counselors and administration



Current

- 1) September
 - a. Departmental Meetings to discuss Programming
- 2) September/October
 - a. Department Leaders meet with Director of Teaching and Learning
 - * Review Course Offerings
 - * Review Departmental maps and sequencing
 - * Enrollment trends by Course
 - * Consideration of new course(s)
- 3) High School Administration/Director of Teaching and Learning- meet
- 4) Meeting with Associate Superintendent
- 5) December- Board Approval



- A) Departmental Meetings in February
- Discuss Vision/New Course Proposals
- B) Present to Board in May- Proposals
- Awareness
- Planning
- Financial Considerations
- Direction



- C) September- Departmental Meetings
- Tweak Program of Studies
- D) High School Administration/Director of Teaching and Learning- meet
- E) Meeting with Associate Superintendent
- F) December- Board Approval



Current

Key Points:

- 1) Consideration of New Courses- Proposal Sheet
 - a. Rationale
 - b. Positive Impact on Student Achievement/Career Goals
 - c. Financial Considerations
 - d. Impact on FTE/Scheduling
 - e. Approval Sheet
- 2) Departmental Vision
- 3) Departmental Resources- Inventory



Questions?



the riff raff guide

Tutor Information and Procedures

Table of Contents.

Welcome to the riff room	2
Why is writing important?	3
The Role and Responsibilities of a Tutor	4
General Availability, Sectional Availability	5
Emergency Absence Policy	5
Silver Cords Hours and Credit Options	7
Individual Tutor Appointment Calendar	8
Leadership Positions and Responsibilities	9
Public Communications and Outreach Committee (PCOC)	10
Internal Promotions and Activities Committee (IPAC)	10
Seminar and Workshops Authority Committee (SWAC)	11
The Mercy Storytellers	11
Student Directors	12
the riff room Website Opportunities for Tutors	14
Daily Procedures	15
Appointment Scheduling	15
Drop-Ins	16
Tutoring Guide	17
Contact Information	20

Welcome to the riff room.

riff-raff / 'rifraf / (n): a group of people regarded as disreputable, worthless; rubbish.

While this may seem like an inappropriate name for a group of outstanding writers, the name accurately applies to the opinion of many people on writing: worthless, useless, and rubbish. **We, the riff raff, aspire to change that.**

Our mission is to foster independent learning and increase the effectiveness of writing across the Linn-Mar High School curriculum.

Our goals are (1) to encourage an investment of time, energy, and focus in writing, (2) to support a culture that values the importance of writing in everyday work, and (3) to foster an attitude and environment of enthusiasm and cooperation in the classroom.

Our location is the old College and Career Center in the Learning Center, next door to our previous location.

Our hours are from 7:45 AM to 3:30 PM daily, with appointments possible from 3:35 PM to 4:00 PM by special request.

Our student tutors are meticulously selected for their exceptional responsibility, humility, autonomy, courtesy, and writing ability. As a student tutor for the riff room, we hold you to these ideals and know that you will represent the center well.

Why is writing important?

In today's hectic society, effective communication is vital to our existence. A large portion of our communication is through written word, whether on a personal level through social media or blogging sites, on an educational level in the classroom through short answer questions or essays, or on a professional level through memos or reports. Writing does – and will – affect every student every day, no matter if the student chooses to enter the workforce, enlist in the military, attend a technical school, or continue their education at a two- or four-year college upon graduation.

In 2012, the National Center for Educational Statistics and National Center for Education Process reported in a joint study that **four out of every five high school seniors in the United States are not proficient in writing.** Not only are these students at a disadvantage during high school, as inept academic writing, research, and analytical skills may hinder their progress in classes, but in college as well. As applicants for colleges become increasingly more qualified, the advantage that proficient writing can provide may give the students the edge they need to be accepted.

Even when the student has decided to end his formal education, writing will still play a large role in determining his success in a career. Studies have shown that effective writing skills are becoming increasingly desirable to American employers, who, on average, spend over three billion dollars annually to improve written communication through the College Board alone.

A high school writing center like **the riff room** provides students of all writing abilities the opportunity to engage in academic conversations concerning their writing skills at all stages of their education and for all purposes. However, a high school writing center is worthless without its student tutors. Without the willingness of the student tutors to donate their free time to tutor and actively aid students in their writing, the center would not be a success. Thank you for your time and dedication.

The Roles and Responsibilities of a Tutor.

A tutor...

- aids students to become independent in their work.
- engages in both casual and academic conversation with the student and has empathy for the student's problems.
- honestly identifies the student's strengths and weaknesses in writing.
- encourages students, building their self-confidence in all academic areas.
- assists in solving the student's writing problem(s).
- is not afraid to refer the student to a different tutor if the tutor feels unable to thoroughly aid the student.
- admits the limit of the tutor's knowledge of writing without resistance.
- uses questions to effectively involve the student in cognitive and analytical thought processes.
- constructively criticizes and offers solutions to problems and acknowledges elements done well.
- praises accomplishment and improvement.
- records all information regarding the tutoring session in the appropriate Google form.

A tutor does not...

- § fix the problem for the student without explanation or communication.
- take the student's responsibilities upon themselves (i.e. doing the student's homework, asking the student's teacher questions, etc.).
- promise or assure the student a particular grade due to the tutoring.
- become overly frustrated if the student is not understanding a concept, but, instead, works in a flexible manner and does everything the tutor can to help the student.
- feel required to excessively aid students who demand a session due to a last-minute problem or a paper the student has yet to begin.
- ignore possible cases of academic dishonesty and either questions the student subtly, if comfortable, or notifies Sheka.

the	riff room:	the riff raff	guide	***************************************	4

General Availability

A week before the beginning of a new quarter, general availability is due to either a student director or Sheka. General availability should include the planned pattern days and times you plan on being in the riff room for the *entire* quarter, as well as any days you already know you will miss.

Example of General Availability:

Quarter 1 days: Mondays, Wednesdays, Fridays before school (7:45 – 8:25AM)

except Wed., 08/31, Mon., 09/19

Sectional Availability

Throughout each quarter, sectional availability changes are due to either a student director or Sheka. Sectional Availability pertains to any days or times originally on your General Availability in which you will be absent from the writing center. These due dates are posted in the writing center on the Tutor Bulletin Board a couple of weeks before the beginning of the next quarter and are typically due every other Wednesday, with reminders sent out through the Riff Room's Remind account the previous Friday.

Emergency Absences

In the riff room, we recognize the seemingly unpredictability of the life of a high schooler and will do our best to prevent any additional stress caused by emergency absences. However, we also expect our tutors to give their best effort to reconcile any missed tutoring sessions. If there is any occasion in which you are unable to be in the writing center during a time in which you previously had marked as available on your General Availability and not changed to unavailable on your Sectional Availability, we require the following actions to be taken:

1. Immediately notify the student directors about the absence. Include the session you will be missing and the reason why you will be absent. Be sure not to abuse the emergency absence policy for inappropriate reasons. The student directors will verify if you have any appointments scheduled for the session you will be missing.

2. After alerting the student directors, post a message in the Riff Raff's GroupMe group chat to inform anyone else who is or who could come in to the center at that time of your absence. If you have an appointment scheduled during your absence, ask who can come in and take your place, if possible, and see below for further action based on the appropriate time frames. If you do not have a scheduled appointment, you do not need to do any more to find a replacement.

If you have an appointment and know of your emergency absence more than one school day before it occurs,

3. Contact the student whom you are to tutor through either the email address they provided when they scheduled the appointment or the office runners (see the student directors if you choose the latter, but include contact information on the message so contact will be much easier). If you were able to find a replacement tutor, let the student know that they will be meeting with a different tutor, but at the same time as they were scheduled before. If you were unable to find a replacement tutor, try to reschedule the appointment for another day, at a different time, and/or with a different tutor. If none of these options are possible, contact a student director *immediately* for help. Remember, the student may be counting on this appointment for help on their writing, so it is imperative that the riff raff does everything possible to ensure the students do receive the tutoring they need.

If you have an appointment and know of your emergency absence one school day or less before it occurs.

3. Inform a student director of your extreme time-crunch, unless you know you are guaranteed to reach the student before the absence (e.g. if they are a friend of yours or in one of your classes). The student directors will do everything in their power to make accommodations for the student.

Silver Cords Hours and Credit Options

Without its volunteer student tutors, the riff room would have little to no impact on the writing environment at Linn-Mar High School. In recognition of all the hours and meticulous effort our tutors put into helping their peers, tutors can receive either silver cords hours or credit for their time spent in the center. Tutors will be asked at the beginning of the year to distinguish which hour option in which they wish to partake.

Recording Hours

All tutors will have access to the 2016-2017 Riff Raff Tutor Log, a Google Sheet in which all tutors have the ability to record their tutoring hours in the form of hh:mm:ss (i.e. if you tutored for forty-five minutes, enter the time as 00:45:00) in order to receive the accurate sum of hours at the end of the quarter. Each quarter is distinguished by its own page on the document, and weekends or breaks from school are shaded gray in order to aid tutors in filling the document out accurately. There are safeguards in place to identify undesired tampering of hours should any issues arise.

Silver Cords Hours

If a tutor chooses to receive Silver Cords Hours for their efforts in the riff room, the tutor can turn in the hours at any given time throughout the year to Mr. Becker. Sheka will be the authorizing signature needed on the cords hours slip. Ask a student director or Sheka if you have any questions.

Credit Hours

Any tutor desiring to receive credit hours for their time should notify a student director or Sheka in order to receive additional information detailing the specifics of this option. Tutors will have to be tutoring in the center for at least thirty hours in order to utilize this option. Ask a student director or Sheka if you have any questions.

Individual Tutor Appointment Calendar

During the 2015-2016 school year, the black book was our only appointment calendar. While we considered and tried other methods of appointment scheduling, we never found an adequate solution for our needs. Even though our current solution could be better, we have decided to use a Google Business account for its appointment calendar features.

While we will, for monetary reasons, be unable to provide each tutor with their own writing center-specific email address (i.e. name@riffroom.org), this appointment calendar will be a significant upgrade from the previous year's black book. The account allows us to attach the calendar to the website in order to allow students to reserve their appointments online and on-the-go and to view all booked appointments to see if they can drop-in at an appropriate time.

Tutors will have to give the student directors their General and Sectional Availabilities, which will then be inputted on the calendar by the student directors. At this time, we are planning on having one computer in the riff room dedicated to scheduling appointments (but this computer can still be used to tutor, if needed). It is for this reason that we ask all emergency tutor schedule changes by made on the riff raff GroupMe chat, so all tutors can be aware of any changes in case a student desires to tutor at the time the tutor is going to be absent.

Leadership Positions and Responsibilities.

Along with promoting autonomy among the students tutored in the riff room, we encourage our tutors to be heavily involved in the workings of the center in a variety of ways. All tutors in the center are more than capable of claiming one – or more – of our many leadership positions, and the positions are excellent opportunities to test and improve your skills in communication, creativity, or collaboration. Any committee head also has the opportunity to utilize the center's student directors for assistance or with questions, so no leader is expected to make difficult decisions or to deal with difficult problems.

The committees of the riff room have individualized responsibilities, designed to cover as many aspects of the successful operation of the riff room as possible. Our four committees for the 2016-2017 school year include the following: Public Communications and Outreach, Internal Promotions and Activities, Seminar and Workshops Authority, and the Mercy Storytellers. Each committee will have a Committee Head and as many other members as needed. Each committee will also be required to host one specified event during the school year and at least one other event. We encourage you to become part of a committee you may not originally feel favorably toward – this is your center, so make the committee yours as well.

The general responsibilities of the Committee Heads include:

- arranging, operating, and overseeing meetings of their committee members.
- meeting every other week with the student directors to report committee progress or updates.
- scheduling appropriate activities and events for the committee and collaborating with committee members to plan and carry out the event plans.
- complying with the event plans laid out in their group guidelines and those provided by the student directors.

Tutors who plan on or desire to be a Committee Head, please see a student director for additional information in regards to the Committee Head's responsibilities.

Public Communications and Outreach Committee (PCOC)

The Public Communications committee aims to carry out the riff room's mission to foster independence in rhetoric beyond the riff room itself. This committee is essential to the maintenance of high public opinion of the center, and those who decide to sit on this committee must have the dedication and creativity to plan and host the required events. The responsibilities of the Public Communications and Outreach committee include:

- organizing, scheduling, planning, and operating events involving the Marion and Cedar Rapids communities, other than that listed below.
- Nosting a "Giving Tree" event at the high school.
- contacting outside sources (e.g. WayPoint, the Cedar Rapids Public Library).

The PCOC will consist of one Committee Head and an additional two to three members.

Internal Promotions and Activities Committee (IPAC)

The Internal Promotions and Activities committee is vital to the riff room's existence and success at Linn-Mar High School. The members of the IPAC must be full of great ideas and have a proclivity for putting themselves out there to achieve new heights. The responsibilities of the Internal Promotions and Activities committee include:

- organizing, scheduling, planning, and operating events (like the Caption Writing Contest, etc.) involving the Linn-Mar High School community.
- Nosting at least one "Sign-Up Day" at the beginning of the school year.
- hosting a celebration for "National Day on Writing" on October 20th, 2016.
- promoting the riff room seminars through Linn-Mar Television advertisements and during the LMTV announcements.
- contacting internal sources (administration, librarians, etc.) for information or for permission.

The IPAC has many responsibilities and, therefore, requires many tutors to successfully complete these responsibilities in an exceptional manner. We ask for one Committee Head and four to five other committee members.

Seminar and Workshops Authority Committee (SWAC)

One of our greatest resources as a high school writing center is our ability to impact the students we tutor for longer than just the thirty minutes they spend in their tutoring session with us. For this reason, our Seminar and Workshops Authority committee is *the most important* committee to further our mission as the riff room. Members of this committee need to be outgoing, punctual, and extremely responsible, as they will be holding the fate of the center in their hands. The responsibilities of the Seminar and Workshops Authority committee include:

- organizing, scheduling, planning, and operating seminars inside the Linn-Mar Writing Center.
- selecting topic based on the upcoming or current English class assignments.
- visiting English classrooms to discuss the seminar opportunities, as needed.

The SWAC will consist of one Committee Head and three or four other committee members.

The Mercy Storytellers

The Mercy Storytellers committee is the Linn-Mar High School appendage of the Mercy Storytellers. The Mercy Storytellers is the final column supporting Mercy Medical Center's holistic care philosophy, in which volunteer writers converse with patients and families, formally prepare their life stories, and then present these stories to the patients, families, and the community. Any current Mercy Storyteller is defaulted as a member of the committee, but any other tutor who wishes to join this committee must become a Storyteller at Mercy Medical Center. The responsibilities of the Mercy Storytellers committee include:

- continuing their work at Mercy Medical Center.
- attending occasional meetings in regards to the program's operation.

The Mercy Storytellers has two Committee Heads in 2016-2017 (Jennifer Jenks and Mary Claire Henricksen) due to the relative newness of the program, but will only have one in the following years.

Student Directors

The 2016-2017 student directors are Jennifer Jenks and Mary Claire Henricksen. The student directors are the overall governing body of the riff room, overseeing all the committees, maintaining and enforcing all policies, and negotiating and managing issues that pertain to the entire center. These responsibilities include, but are not limited to:

- meeting with Linn-Mar High School administration in regards to changes, etc., that affect the center.
- meeting with teachers and other staff at the high school in regards to class-wide or clubwide services from the riff room.
- confirming the riff room is running smoothly and working out any issues that arise.
- enforcing and composing policies for the riff room.
- constructing documents and forms for the center's work.
- constructing, maintaining, and updating the riff room's website.
- any other tasks that require the attention of the student directors.

Student Director Application Process

However, after this coming school year, the riff room will need new student directors. Any Junior interested in becoming a student director for the 2017-2018 school year should speak with a student director to alert them of your intent.

The application process includes:

- a ten- to fifteen-minute interview with the student directors in regards to the reason for and direction of your leadership.
- two teacher recommendations (see a student director for the form to give to your teachers, if interested).

After all the application materials have been completed, the student directors and Sheka will make the final choice of the next year's two student directors. Student directors are selected based on the following criteria:

- ability to collaborate and work with others.
- punctuality and responsibility to complete required work.

- work ethic and desire to go above and beyond the required.
- respect for others, both peers and authority.
- ability to be assertive, when necessary.
- embodiment of all riff raff ideals, including, but not limited to, humility, integrity, and generosity.

The student directors will then enter a period in which they shadow the current student directors, preparing to take over during the last quarter of the 2016-2017 school year.

The simplified timeline of the application process is as follows:

January 3rd, 2017

- interviews begin.
- prospective student directors can pick up teacher recommendation sheets (please request early, if needed).

January 12th, 2017

- recommendations due.
- interviews due.

January 17th, 2017

- student directors chosen.
- student directors begin shadowing current (Jennifer and Mary Claire).

April 3rd, 2017

- Jennifer and Mary Claire step down from their student director positions.
- 2017-2018 student directors fill their positions.

the riff room Website Opportunities for Tutors

While the student directors have the responsibility to update and manage the website, the tutors also have the opportunity to contribute, with a personal touch, to the riff room's website through the riff raff blog.

The Riff Raff Blog

We are hoping to finalize the set-up of and begin the riff raff blog "The Write Stuff" for this school year, if we have enough interest and willing writers for the blog. We encourage all tutors to be as creative as they would like to be and, therefore, open the blog to all sorts of writing including:

- analysis of current events
- writing tips and tricks (e.g. a grammar guide)
- fictional stories or poems
- daily news, local and international
- research reports
- community event updates
- riff room event updates

The blog is open to any tutor who is willing to contribute regularly (at least once a quarter).

Our mission for the blog is to give Linn-Mar High School students a source for the types of academic and educational reading they should be getting on their own, but aren't due to the monotony and difficulty of the readings.

The process of writing for the blog is simple:

- 1. Inform a student director of your willingness to write for the blog. Remember, this commits you to at least one piece every quarter.
- 2. Write! Write about anything you want, and you can always use the list above or ask a student director for ideas.
- 3. Send your finished piece to a student director to be reviewed and published.
- 4. Check out the riff room website to see your masterpiece.

Daily Procedures.

Whenever someone stops into the riff room, they may be there for one of three reasons:

- (1) The student is coming in for their previously-scheduled appointment.
- (2) The student is coming in to schedule an appointment.
- (3) The student is dropping-in for assistance.

Appointment Scheduling

If a student enters the riff room with the intent to schedule an appointment, the tutors should refer to a crucial object: the appointment calendar.

The appointment calendar contains all the previously-scheduled appointments. It is imperative that you *only* schedule an appointment when there is a free tutor (i.e. don't double-book a tutor). The calendar is not going to be in a physical book this year, as we are transferring the calendar to an online appointment calendar. Therefore, all appointments scheduled must be added to the calendar *as soon as they are made*, so that no confusion occurs. There will be one computer in the center set up specifically for this purpose, however, the computer can still be used for tutoring as long as the calendar is *completely closed* in order to protect student privacy.

Appointments are:

- (students should sign up for more than one appointment if they need longer than that)
- priority over dropins
- scheduled through the website on the Google calendar.

Tutors are responsible for checking the appointment calendar every day to see whether or not they have an appointment and for updating the calendar (adding or removing appointment slots) if they will be absent by contacting a student director as soon as they are aware of their impending absence, as a part of Sectional Availability.

Appointments are going to be scheduled as twenty minutes in length this year, so that two sessions can fit in a skinny class time. This will leave the tutor five minutes at the end of the session to pack up and fill out their tutor forms. Tutors are not obligated to help a student longer than the student's scheduled appointment slot, but they are allowed to, if wanted. However, if a student is

aware that their appointment will last longer than twenty minutes, they are encouraged to schedule two back-to-back appointments.

Drop-Ins

Drop-ins tend to be the predominate manner in which students come in to the riff room. Students can come in to the center without an appointment anytime during the school day, and tutors in the center are required to help the student, unless all tutors in the riff room are currently helping a scheduled appointment. If a student with a scheduled appointment stops in and there are no other tutors available to assist the student, the student with the scheduled appointment must be given help first. Therefore, if you are working with a drop-in, you should politely give the drop-in a revision or tip to work on until they can return at a later date, ask the drop-in to schedule an appointment and return, or have the drop-in wait until another tutor is available, even if that tutor is not the same on the drop-in was working with originally.

After a student with a scheduled appointment or a drop-in leaves the center, always ask them if they are interested in scheduling another appointment and if they will fill out our survey on their tutoring session, found on the home page of the website or here:

 $\underline{https://docs.google.com/forms/d/1AdSNUF6JBH1P_iu8Y3hFmLOLTldCftuxCo7ZSTX6qOE/viewform}$

Students who fill out the feedback survey and show their screenshot of the completion page in the center will receive a prize of gratitude the next time they are in the center.

After the student has exited the center, the tutor must fill out the Riff Room Tutor Form shared with all the tutors' Google accounts or linked on the "Our Tutors" page of the website.

Daily Procedure **Summary**:

- Welcome the student to the writing center, no matter if they have an appointment or are a drop-in.
- Scheduled appointments have priority over drop-ins.
- After the session has concluded, ask the student to (1) schedule an appointment and (2) fill out the online survey.
- Fill out the **Tutor Form** about the session.

Tutoring Guide.

You've got all the information and tools to be a part of the riff room, so now there's only one piece left: tutoring itself. Here are twelve concepts to keep in mind when meeting with a student:

1. Keep it real and fresh.

Nobody likes to be in a situation where they "just aren't getting it." Unfortunately, those situations can come about fairly frequently in the riff room, even if the student is acting like they – in fact – do understand it, but, in reality, they're just too afraid to ask again. The best way to combat this confusion is by relating what you're talking about to something they are familiar with in today's society, whether it is an old meme, a hilarious Vine, or something you saw on Buzzfeed. Not only will the student likely understand the concept better, but also maybe you'll pick up on something you never noticed before.

2. Focus on independence.

Remember this from several pages ago? "Our mission is to foster independent learning and increase the effectiveness of writing across the Linn-Mar High School curriculum." This – fostering independence – is what the Linn-Mar High School Writing Center is all about. So, how do you focus on independence? It's simple – just don't let them off the hook. Most students come in for their tutoring session, sit down, listen to what you have to say, make changes, ask a few questions, and leave. We want students to be interactive and engaged in their tutoring session, which will lead to a greater confidence within the student in regards to their writing and, hopefully, more independence. So when your student doesn't seem to be involved in the session, ask them questions that they can't answer with a "yes" or a "no." Encourage them to discuss with you their opinions on their topic, the author of the book their analyzing, or the argument they made. Make them think critically and hard, and there's a great chance they'll walk out of that session with a better grasp on their paper, sense of confidence in themselves, and understanding that writing isn't just putting words on a paper in an order that pleases someone else, but, instead, can be their own kind of art.

3. Make it interesting: play a game.

A bored high school student listens about as well as a rambunctious four-year-old with an ice cream cone in their hand. High school, sometimes, seems more like monotony than learning, and many high school students, by nature, tune out the teacher – or, in this case, the tutor – whenever the conversation seems rather dull. While the student's time in the riff room needs to be constructive at all times, that doesn't mean you can't have a little fun with your students. See a glaring grammar mistake? Have your student read the paper backwards – and out loud. See problems with their subject-verb agreements? Have your student cross out every prepositional phrase they see on their paper and check that the subject and verb match. These simple activities can lighten up any tutoring session and make it a time to remember and learn.

4. Use "the pause."

Giving a student a five-minute monologue on how to analyze the characters in their book exceptionally well isn't always the best way for a them to learn. In a tutoring session, you want to make the tutor to student speaking time ratio 1:1, or as close to that as possible. So, instead of that five-minute monologue, speak for two minutes, and ask the student to summarize what you just said. Ask them how the concept would apply to their paper. Ask them how they could modify what they wrote to transform it into what it is supposed to be. And, most importantly, if they are thinking, *let them think*. Don't try to fill in every pause in the conversation in order to make it a little less awkward. Instead, use this pause to truly let the student consider the question. Thirty seconds of awkwardness is definitely worth one student having an "a ha" moment over a topic they had no understanding of before the session. Be cautious, however, of the amount of time you let the student think. If thirty seconds have gone by and the student has no idea how to answer the question, be sure to help them.

5. One final drill.

Twenty minutes is a long time for a student to be taking in great amounts of knowledge at a fast pace. The likelihood of them remembering much of what you said at the beginning of the session decreases if you don't drill them at the end of the session, especially if the student hasn't been taking notes throughout the session. Before the student leaves (eighteen to nineteen minutes into the session) ask them questions dealing with the most

important topics discussed in the session. For instance, if you discussed connecting every argument in their paper back to the thesis statement near the beginning of the session, ask, "What do we do after we have finished an argument?" and, hopefully, the student will answer "Connect it back to the thesis statement." If not, be sure to review the concept with them before they leave.

Contact Information.

2016-2017 Student Directors

Jennifer Jenks

cell: (563)-608-6819

email: jenn.e.jenks@gmail.com

riffroomlinnmar@gmail.com

Mary Claire Henricksen

cell: (319)-538-1244

email: mchenricksen@gmail.com

riffroomlinnmar@gmail.com

Teacher Facilitator

Liz Sheka

email: lsheka@linnmar.k12.ia.us

LMHS College/Career Center

Sheryl Cline 9-10 Counselor



Mark Hutcheson 11-12 Assoc Principal



December 2013, Counseling Services study of Chicago area schools

- Adlai Stevenson High School, Lincolnshire IL
- John Hersey High School, Arlington Heights, IL
- New Trier High School, New Trier Township, IL
- Libertyville High School, Libertyville, IL
- Highland Park High School, Highland Park, IL

Greg Hall, Elizabeth Kreher, David Kennedy, Pete Martin, Laura Gallo, Denae Zigtema, Mark Hutcheson

College

A man who has never gone to school may steal from a freight car; but if he has a university education, he may steal the whole railroad.

Theodore Roosevelt

and Career

John D. Rockefeller, Wolfgang Puck, Mark Zuckerberg, Sean Connery, William Faulkner, Mark Twain, Tom Hanks, Abraham Lincoln, Walt Disney, Steve Jobs, Richard Branson, Dave Thomas, Michael Dell, F. Scott Fitzgerald, Ray Bradbury, Harrison Ford, Henry Ford, Benjamin Franklin, Bill Gates, Peter Jennings, Quentin Tarantino, Andrew Carnegie, Winston Churchill

None of the above has a college degree.

CCC Services

Exploration

- Interest inventories
- StrengthsExplorer (aptitudes)
- ASVAB administration (aptitude battery for military)
- College and career research
- Career speakers
- Career tours
- Job shadows
- Internships
- College rep visits

Execution

- Test Preparation (ACT and SAT)
- College requirements, RAI, College Board
- College admission process aid
- 4-year planning
- Financial aid information and FAFSA help, connect to ICAN
- Scholarship application help
- Resume preparation
- Interview preparation

Goals

- ▶ Plan evening grade-level meetings for each grade 9-12 parents one time this school year.
- Provide student with monthly presentations related to College and Career
 Planning on Wednesdays during Early Session
- Provide students with 4 opportunities to visit college campuses in our area to expose them to post-secondary opportunities (2 visits to Kirkwood and 2 visits to at least 2 different 4-year colleges/universities).
- Collect baseline student and parent participation data for College/Career
 Center events this school year

Grade-Level Parent Presentations

- ► College Planning Night (10th & 11th Parents) September
- ► Financial Aid Night (12th Parents) September
- ▶ 10th Grade Night January
- ▶ 9th Grade Night February
- ▶ 11th Grade Night May

Early Session

- ▶ 20-25 minute sessions
- ▶ 8:00
- ► All students
- ▶ Presentation Slides posted to Family Connection
- ► College & Career Related

Lunch & Learn

- ▶ Offered during lunch one week each month
- ► First Lunch & Learn October 10-14: ACT & SAT Test Prep 53 students!
- ► Possible Future Topics
 - ► College Application Process
 - Scholarships
 - Choosing a Career
 - ▶ Choosing a College
 - Apprenticeships
 - ► Applications, Resumes, & Interviews



College & Career Tours

- ► Colleges
 - ► Kirkwood TGIF October 14th 12 students
 - ► Coe/Mt. Mercy November 9th ~ 30
 - ► Kirkwood TGIF February 2017
 - ► University of Iowa April 2017
- Careers
 - ▶ Midwest Metal Products October 19th 22 students
 - ► Apprenticeship Fair April 2017

Kirkwood CC Visit Spring 2016





Midwest Metal Products Tour October 2016

UNI Admission's Visit Spring 2016



Career Speakers & Admissions Counselors

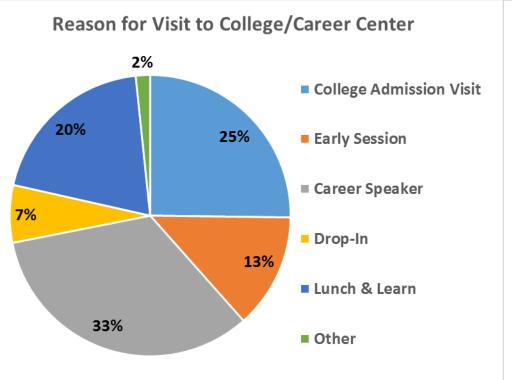
- ▶ 6 Career Speakers this year
 - Workplace Learning Connection
 - Students sign-up
 - ► Announcements, LMTV, passes
- ► College Admissions Counselors
 - ► Set up time with 11-12 office
 - Students sign-up
 - ▶ Notified through Family Connection, LMTV, & Announcements
 - Military Recruiters
 - Monthly lunch visits



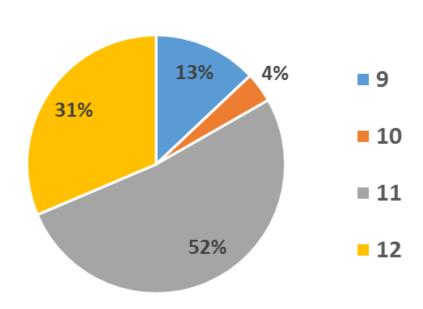
Iowa College Aid - 3 Step Process

- Iowa College Application Campaign
 - ► Early session
 - ▶ Classroom signs
 - ► College Shirts
- Iowa FAFSA Completion Initiative
 - ▶ Weekly updates for 11-12 Counselors to follow up with students
 - ▶ Indicator of successful transition to college
 - ▶ As of May 3, 2016 80% of students filed the FAFSA (up from 2015 72%)
- College Decision Day
 - Students sign posters
 - ▶ Drawings for prizes from Colleges

Participation Data - 240 visits by 207 students



CCC Visits By Grade Level



Data Cont...

Graduation Data

- Class of 2015
 - ► College Matriculation
 - ▶ 73% enrolled in College
 - ▶ 49.% to 4 yr institution
 - ▶ 23.9% to 2 yr institution
- ► Class of 2016
 - Number of Applications
 Submitted 681 (1.5 apps per students)
 - ► Avg. GPA 3.123

Other Data

- Admission Counselor/Military Visits
 - > 73 Visits in 2015-16
 - ▶ 39 visited/scheduled through Oct. 19 in 2016-17
- ► 147 job shadow applications for Fall 2016 (407 Total in 2015-16)
- ► Parent Participation
 - ▶ 70 for College Planning Night
 - ▶ 72 for Financial Aid Night

High School Athletics Department



David Brown – Athletic Director

Tonya Moe – Associate Athletic Director

State / Conference Affiliation

We are a 4A School in Boys Sports and a 4A/5A School in Girls Sports

We are a member of the Mississippi Valley Conference.

Our conference has 2 Divisions

Mississippi Division

CR Jefferson

IC West

Linn-Mar

Dubuque Wahlert

Waterloo East

Waterloo West

CR Xavier

Valley Division

CR Prairie

CR Washington

Dubuque Senior







Dubuque Hempstead

IC High























Athletics at Linn-Mar High School

Fall Season

Football

Girls Swimming

Boys Cross Country

Girls Cross Country

Boys Golf

Volleyball

Cheer

Winter Season

Boys Basketball

Girls Basketball

Boys Swimming

Boys Bowling

Girls Bowling

Wrestling

Cheer

Spring Season

Girls Golf

Boys Tennis

Girls Tennis

Boys Soccer

Girls Soccer

Boys Track

Girls Track

Summer Season

Baseball

Softball





Poms



DEVELOPING CULTURE

Monthly meetings with Head Coaches

A culture is a way of life of a group of people – the behaviors, beliefs, values, and attitudes that they accept and that are passed along by communication and imitation from one group to the next.



- Positivity Coaching kids in the 21st Century
- <u>Hard Work</u> Consistency, no Entitlement
- Sportsmanship Ethical, Appropriate, polite and fair behavior
- Altruism –Selfless concern for the well-being of others
- Integrity Quality of being honest and having strong moral principals

Beginning the Process of Setting Goals to Ensure we are meeting the expectations we have



Formal Coaching Evaluations

From Pre-Season Meeting through End of Season Awards

- Practice Walk-Throughs
- Individual weekly (daily) meetings with Head Coaches
 - Head Coaches contribute in evaluation of Assistants
- School Board Approved Assessment and Evaluation Forms



are used at End of Season

WE COACHES



DEVELOPING TRADITION

Our kids value the things we show them that we value.

Value Character Development

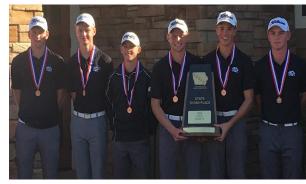


In the last 7
years LM is
averaging
around 1300
Student
Athletes per
Year

Value Educational Athletics

.... 62%
of our
Student
Body!





Value High Participation Numbers

Value Success at the Varsity Levels

DEVELOPING STUDENTS





Fall 2016-Update





- Background
- Brick & Mortar Store
 - Location & Hours
 - Characteristics
 - Product
- Student Involvement
- Financials
- Future

Questions



Mission Statement

Our mission is to provide Linn-Mar High School students with the opportunity to experience all aspects of running a small business, and in turn provide the surrounding community with a convenient place to purchase branded Linn-Mar merchandise.



Brick & Mortar Store

Located in the South Commons

- Near the cafeteria
- Near the gym(s)
- Near Door #13
 - Direct access during the school day for visitors

Hours of Operations

- Regular hours
 - Thursday, Friday
 - 8am-4pm
- Open all week during Homecoming
- Select evening events



Brick & Mortar Store

Characteristics

- Approximately 500 sq. ft. of selling space
- Floor to ceiling windows on the north and east sides
- Slat wall display feature on south and west walls
- Separate storage/inventory room and office
- Updated POS system with flat-screen monitor; hardwired
- 65" LCD Commercial TV with built-in signage software
- Adjustable spot-lighting
- Open concept for flexible display & selling opportunities



Brick & Mortar Store

Products

- Branded Merchandise
 - Nike
 - Under Armour
 - Champion
- Exclusive selection
- Priced below typical retail prices for similar items
- Purchased in sizes ranging from Youth small-Adult double extra large
- Began supporting small, local entrepreneurs
- Variety includes apparel, water bottles, stickers, hats, spirit items



INN-MAR LIONS

INN-MAR LIONS











































Student Involvement

- Student-influenced social media posts/advertising
- Students giving up time-release to work in the store
- Input on new products from ALL students and parents
 - Crowdsourced Homecoming designs via Twitter poll
- Fixtures and accessories researched and selected by students
- Special events selected to increase sales
- Direct communication with vendors about new products



Financials

- Gross Sales, July 1-October 20
 - 2015-\$5691.00
 - 2016-\$10,876.50
- Opening Day(s) Sales
 - September 2, \$2407.00
 - October 18, \$909.30
- Online Staff Sales
 - \$85.00
- Homecoming Apparel Sales
 - 479 items sold
 - Profit of \$2634.50
- TeamWear Sales
 - \$1667.00

Expenses over Income

\$14,190.20 | \$12,291.50



Future

- Diversify selection of products, sizes, styles
- Continue to improve layout with additional floor fixtures
- Opening at more (non-school day) events and games
- Partnering/Supporting the school's coffee shop
- Online opportunities
- Booster Club agreement to take over all clothing sales



Board Book: Oct 24, 2016

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
Articulate	Support	Challenge	Success	Involve	Build
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
Updates on Progress:	Page 3
Goal #2: Inspire Learning (Support):	Page 4
Updates on Progress:	Page 5
Goal #3: Unlock Potential (Challenge):	Pages 6-8
Updates on Progress:	Page 9
Goal #4: Unlock Potential (Success):	Page 10
Updates on Progress:	Page 11
Goal #5: Empower Achievement (Involve):	Page 12
Updates on Progress:	Page 13
Goal #6: Empower Achievement (Build):	Page 14
Updates on Progress:	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:

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. Review policies to ensure the District's theory of action for teaching and learning is articulated. 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 being 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 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 Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2017-18, using Iowa's Secoil Education Programming: By the end of 2	Strategic Initiatives	Measures of Success
theory of action for teaching and learning is articulated. 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 being 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. 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	experience and successfully pursue post-	(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
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 being 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. 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	theory of action for teaching and learning is	, , , , , , , , , , , , , , , , , , , ,
group will analyze the recommended key components and critical features to operationally define specially designed instruction in our district.	Curricular alignment to essential knowledge and skills supported by a coherent and	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 being 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. 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

Refer to the Strategic Plan for Year 2 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.

High School Updates:

Tonight's work session centers around a High School theme with information being shared on the High School Program of Studies, the Writing Center and College/Career Center, the Learning Center, High School Athletics, and the ROARstore. A special thanks goes out the Dr. Gustason and his staff for presenting and to Ms. Platten and the FCS students for preparing the meal for the Board and Cabinet. Be sure to check out exhibits 300.1-3 for additional details on the presentations.



High School College & Career Center:

The HS College & Career Center offers students opportunities to take advantage of inperson sessions to meet with professionals from various career fields. Recently, Dr. Michael Telisak, ENT Specialist at PCI, answered questions from dozen of students during a session coordinated by Kirkwood's Workplace Learning Connection and the HS Guidance office.



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 wellbeing 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 socialemotional 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 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

Health and Human Development Committee: The committee met on October 20th and discussed multiple topics including topic school safety and the district's plans for ALICE classroom lessons and intruder drills in the schools. The committee also looked through the district's Strategic Plan and areas that affect the Health & Human Development Committee. Susan Knight presented an update on the Grab and Go Breakfast Cart that will be piloted at Excelsior Middle School.



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.
	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.
Curriculum, instruction and assessment demonstrate high expectations for all students.	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
	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.
Becoming Deliberately Developmental about our staff as we shift from "Human Resources" to "Talent	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.
Management".	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).
J J.	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 Strategic Initiatives and Measures of Success.



Updates on Goal #3: Unlock Potential (Challenge)

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

Professional Learning Opportunities:

On October 24th teachers across the district will engage in the following professional learning opportunities:

- K-5 teachers will attend a Physical Science kit training.
- Middle school teachers will work with Dr. Tammy Heflebower on developing proficiency scales as part of their process in implementing standards-based grading.
- High School teachers will be hearing from Dr. Jason Harshman on Culturally Responsive Pedagogy. They will also be participating in ALICE training, curriculum mapping, and breakout sessions that includes multiple technology topics and a presentation on Iowa BIG by Troy Miller.

The district has created a team of administrators to participate in *Smarter Balanced* assessment trainings that are being coordinated by the Department of Education. The team includes Dr. Jeff Gustason, Ed Rogers, Jeff Frost, Kelly Kretschmar, Bob Read, and Shannon Bisgard. The initial training on *Smarter Balanced* assessments is scheduled for November 7-8. The team will be responsible for providing training for each building as necessary.

Members of the Board will present at the November Iowa Associate of School Boards (IASB) conference on Thursday, November 17th at 3:00PM in Des Moines. The title of the session is: *Strategic Planning - Engaging Broad and Deep Input from Your Community*. The Board is excited to talk about our process of conducting both in-person and digital feedback avenues to gather a wide array of input in the district's Strategic Plan. Here is a link to the program session: https://iasb2016.sched.org/event/85YO/strategic-planningengaging-broad-and-deep-input-from-your-community

NWEA Fall Assessment Results:

Our students have completed their annual fall NWEA assessments. Scores by grade level are shown below. Our students continue to perform at a fantastic level and, at the same time, continue to show higher growth than expected in both math and reading. Keep up the great work Linn-Mar!

	MATH			READING		
Grade	Percentile	Expected Growth	Observed Growth	Percentile	Expected Growth	Observed Growth
3	93	11.9	13.6	92	12.7	13.9
4	94	10.9	12.6	92	9.0	10.9
5	91	10.4	9.7	90	6.7	7.3
6	93	7.1	6.0	89	4.7	4.4
7	92	6.1	6.8	92	4.3	5.4
8	94	5.7	6.0	92	3.7	4.4

Board Book: Oct 24, 2016



Goal #4: Unlock Potential (Success)

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

Year 1:

Strategic Initiatives	Measures of Success
	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.
Digital Content	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).
Digital Citizenship	2016-17 TICs provide professional development on digital citizenship.
	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.
Digital Equity	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.



Updates on Goal #4: Unlock Potential (Success)

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

Linn-Mar Electronic Communication Notification Options:

With the winter weather approaching, this is just a reminder to sign up for district communication notifications. Visit the district webpage (www.linnmar.k12.ia.us) and click on the LM Emergency Notification icon at the bottom of the page to sign up today!







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 Strategic Initiatives and Measures of Success.





Updates on Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Update on Innovation Center:

The Innovation Center Advisory Board is scheduled to meet on October 27th at Hupp Electric Motor Company in Marion. We are excited to continue these conversations as we work to better incorporate business input into the High School students' pathways and options.



Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Year 1:

Strategic Initiatives	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.
Facilities Restructure	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 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.
Facilities Preservation	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.
Operational Resource Allocation	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 Strategic Initiatives and Measures of Success.

Board Book: Oct 24, 2016



Update on Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Update on Learning Environments:

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.

Construction Updates:

Westfield Addition:

- Classrooms have been painted with base color and accent wall.
- HVAC duct work nears completion in all classrooms.
- Exterior landscape work (including sidewalks) is underway.
- All doors have arrived on site and will be installed during the week of October 24th.
- Windows are scheduled to arrive on November 11th with installation to begin on 11/14.
- Ceiling grid and tile installation will begin on October 24th.
- Classroom flooring will be installed after the installation of ceiling grid and tile. Restroom flooring tile will follow classroom flooring installation.
- Boilers are installed and operational.

Oak Ridge Cafeteria Addition:

- Cafeteria nears completion with students utilizing the space for lunch as of October 17th.
- Flooring is complete and waxed.
- HVAC system nears completion. Back order on corners for the wall units. System is operational.
- All fixtures are installed and work on the final punch list items has started.

High School Renovations:

- Classrooms on the south side included in Phase 1 are complete and occupied.
- Phase 2 work on classrooms has two weeks of work remaining. Drywall is hung, mechanical units are installed, and painting scheduled for October 21-22. Ceiling grid and tile will start on October 24th with flooring to follow. Anticipated occupancy is October 31st.
- Lecture hall ceiling work is underway and drywall on walls has been hung.
- Concrete demo started on the hallway and Print Shop adjacent to the lecture hall.
- Health office work continues. Plumbing is finished, drywall is complete and painted, and cabinets are installed.
 Final work on ceiling grid and tile and flooring are scheduled for the week of October 24th.
- Classrooms in the former weight room near completion. All walls, ceiling, and fixtures are installed. Flooring in classrooms was completed on October 20th. Installation of restroom wall tiles and flooring to follow. The fixtures and partitions will follow flooring. Occupancy of classroom should occur on October 31st.
- Punch list work continues in all areas of the building.

Update on Certified Enrollment for 2016-17:

Our official certified enrollment has been finalized for the 2016-17 school year. We have an FTE increase of 110.6 students as a district when compared to last school year. This is over twice as much growth from the previous school year when we saw an FTE increase of 52.7 students.

Update on Potential District Restructuring Plan:

The Board is scheduled to vote on the potential district restructuring plan during the regular session at tonight's meeting. If approved we will engage architects, engineers, demographers, and other applicable services to assist in the planning and implementation of the district/facility restructuring plan.



Achievements and Honors:

Family names Band Program as Beneficiary: The family of JoEllen Dicken designated the Linn-Mar Band Program as the beneficiary of JoEllen's memorial. JoEllen was in the Class of 1985 and passed away in September. Both of her parents were Linn-Mar employees. Almost \$800 was collected in memory of Ms. Dickens and the district is very appreciative of her family's thoughtfulness. Our sympathies go out to the family.

LMHS Boys' Golf: Congratulations to the Linn-Mar Boys' Golf team! They took third place at the Class 4A State Tournament at TCI Golf Course in Polk City (par 71). Cole Yearling shot 158 in the two round tournament to tie for 14th overall, Andrew Wood and Ben Greif each shot 159 to tie for 17th. Former TV-9 Athlete of the Week, Jack Recker, shot 160 to tie for 21st. Drew Brandel tied for 56th with 174, and Zach Armstrong shot a 177 to tie for 61st.

Congratulations Boys' Golf on a fantastic season!



Girls' Swim Team: The regular session of the October 10th board meeting kicked off with a recognition of Girls' Swim team and their coach, Chad Derlein. The girls set an outstanding example of sportsmanship and compassion during the September 27th meet against Washington. The girls and coaches wore orange ribbons and presented a Washington senior with a bouquet of orange flowers in recognition of her battle with leukemia. Go Lions!

Future Farmers of America: Recently, more than 500 FFA students from Iowa, Minnesota, and Wisconsin participated in the FFA competition held at Northwest Iowa Community College. Linn-Mar's Soil Evaluation

team (Ty Pree, Chris Smith, Carter Bramsen, and Mason Gassmann) placed 14th in the district FFA Soils Evaluation Career Development event. Team members evaluated four soil pits determining the landscape position, soil depth, and soil texture of each pit. The team also determined the appropriate uses and best conservation practices that should be implemented for each pit. Eight students (Paige Adams, Alexis Costello, Ashton Lacy, and Miranda Kettelkamp) participated in the district FFA Dairy Cattle Evaluation Career Development event; placing 8th. The team of Lauren Michels, Alex Johnson, Patrick Burkhart-Hunter, and Caitlin Hagen also placed in the top 20. Each participant had to evaluate several classes of dairy heifers and cows, take a dairy knowledge test, and



communicate their placings through two sets of oral reasons. Seth Crow Schrader and Caycee Gudenkauf participated in the Tri-State Dairy Foods Career Development event, which is a competition where they identified real and imitation dairy foods, identified 10 different cheeses, and evaluated milk for common production and processing defects. Go Lions!



National Honor Society: Recently 71 of our high school students were formally inducted into the National Honor Society. The ceremony was witnessed by a near capacity crowd of proud relatives. The keynote address was presented by Linn-Mar Superintendent Quintin Shepherd; who shared his experience when he was inducted into the NHS when he was in high school. Congratulations to the new NHS inductees!

ROARstore: Congratulations to the ROARstore for celebrating the opening of their official store with a ribbon cutting ceremony on October 18th. The store is run by Business Teacher Corey Brinkmeyer and the students that participate in his class. Stop by the ROARstore, located inside door #14 of the High School, between the hours of 8:00 AM to 4:00 PM on Thursdays and Fridays!





America Reads 2016: Thank you to the 100+ guest readers that helped make *America Reads 2016* another great success for our elementary students. *America Reads* is a national campaign to improve literacy among elementary-age students.

Pictured: Officer Tom Daubs, Marion Police Officer and Linn-Mar Resource Officer

LRC

COMPASS/APEX/IA BIG

Restructuring Plan

- No Early Childhood Center
- Elementary PK or K-4th
- Middle School 5th-7th
- 8th-9th Grade Center
- High School 10th-12th

High School

10th-12th Grades

8th-9th Grade Center

Former Excelsion Building

Oak Ridge **Middle School**

5th-7th Grades



Echo Hill Elementary

PK-4th Grades

Westfield **Elementary**

K-4th Grades

Bowman Woods Elementary

K-4th Grades

New Middle School Building

5th-7th Grades



Linn Grove Elementary

PK-4th Grades

Wilkins **Elementary**

K-4th Grades

Novak **Elementary**

PK-4th Grades

Indian Creek Elementary

K-4th Grades



Strategic Plan LM. 2016-2026

Community School District

Inspire Learning. Unlock Potential. Empower Achievement.

Strategic Plan 2016-2026

Table of Contents

About Linn-Mar CSD3	Board Goal 1 11-12
District Leadership4	Board Goal 2 13-14
School Board Letter 5	Board Goal 315-18
Superintendent Letter 6	Board Goal 419-20
About The Strategic Plan 7	Board Goal 521
Linn-Mar's Mission	Board Goal 622-23
Strategic Plan Framework8	Key Dates & Milestones24
Community Feedback9	Revenues, Taxes and Expenditures25
Strategic Plan Board Goals10	Acknowledgments26



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 extracurricular 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 includes: 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, 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 Infrastruc-

ture 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 lowa 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.



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

Strategic Plan 2016-2026

School Board's Letter

Over the past several months, the school board has had numerous long-range planning discussions concerning Linn-Mar, considering the challenges before us. Previous planning has already resulted in the completion of several initiatives: new elementary schools at Linn Grove, Echo Hill and Novak; a new middle school at Oak Ridge; expansion and renovation of the High School; Linn-Mar Stadium and



the Aquatic Center which are utilized by school activities and community events; a Baseball/ Softball complex; and a new Operations and Maintenance facility; to name a few.

"The key issues focus on our students: doing what is best for them, enhancing education opportunities which can help them excel in school and in life.

While the success of our students in and out of the classroom is impressive, we have several strategic issues to address. The key issues focus on our students: doing what is best for them, enhancing educational opportunities which can help them excel in school and in life. One issue which impacts students is the continued growth in our district which, although good, results in increased class size. This challenging issue must be addressed while remaining fiscally responsible and ensuring our graduating students are prepared for the workforce or higher education.

During this planning process, the school board and administration have been guided by multiple sources: the input of teachers, staff, students, parents, community members, and business leaders. We thank each of you for listening, understanding, and sharing your thoughts and ideas, and urge your continued support and help so that together we ensure Linn-Mar remains one of the premiere districts in lowa, enabling us proudly to proclaim, We Are Linn-Mar!

Go Lions!

Tim Isenberg

President, Linn-Mar Community Schools Board of Education

Strategic Plan 2016-2026

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 during 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



Dr. Quintin Shepherd Superintendent

you will see our commitments to our learners, teachers, parents and community.

"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 semi-annual basis. Twice per month, we remain committed as an administrative team to marking our progress toward each of these initiatives through our Board Book, which can be found online at www.linnmar.k12.ia.us. You can keep track of our progress by reading our Board Book 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 class-rooms, 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 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

Linn-Mar's Mission

Inspire Learning. Unlock Potential. Empower Achievement.



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 focal points 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 the specific conversational points and set an actual plan to move forward. The areas of focus being:

Pathways (Student Learning)

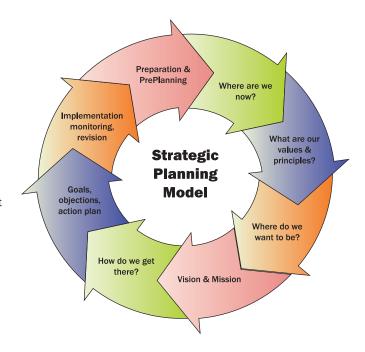
The school district needs to focus on building learning pathways for the students (mentorships, internships, etc.) with universal themes across these pathways. There would need to be roadsides and gateways to measure where students are and how they are doing, in addition to bridges to crossover to other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



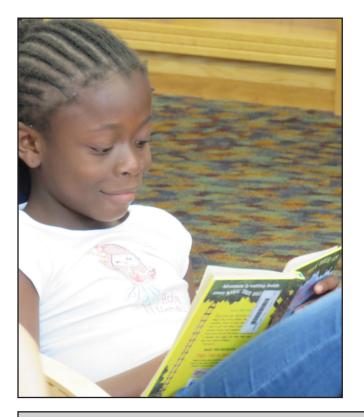
"There were three big areas that needed to be the focal point of our conversations."

Superintendent Quintin Shepherd



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 developed 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

Strategic Plan Board Goals

THEMES		BOARD GOALS	DESCRIPTION	
	Board Goal 1	Inspire Learning - Articulate	Implement a pathway and framework for PK-14 programming to ensure all students graduate future-ready.	
PATHWAYS	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 21st 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 district's Board Book 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



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.

Year 1 2016-2018



Measures of Success

- Begin baseline tracking and reporting of % college acceptance rates and graduation rates in order to establish reliable benchmark targets and enhance program offerings. {Improve college acceptance and college graduation rates (post-secondary student success metrics)}
- Administration will work with Policy Committee to review, edit and recommend policy changes, if necessary (Instructional consistency).
- K-4: 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 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
- Grades 10-12: Identification of priority standards will be documented (via PowerSchool) to ensure priority standards are being learned by students.
- HS: The Linn-Mar High School Program of Studies will be updated to include the Innovation Center and Iowa BIG. This allows for a more aligned curriculum for core courses, AP coursework and Kirkwood offerings.
- Special Education Programming: 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.



"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

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 Innovation Center in alignment with lowa BIG.
- Curricular alignment to essential knowledge and skills supported by a coherent and aligned assessment system.

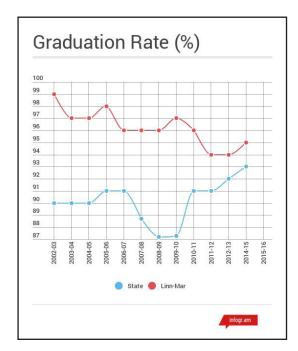
Measures of Success

- 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 for benchmarking purposes.
- 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: A self-assessment using lowa'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, we will incorporate deeper input into curricular design for the course offerings handbook.









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.

Measures of Success

- 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 Professional Learning Communities, 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 and practices a healthy lifestyle.
- Develop a Health Curriculum Committee to review health education guidelines and determine district needs.
- Work with Community Relations on a communications plan to engage parents prior to students entering school regarding wellness and well-being of children.
- 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: Continue partnerships and continue to explore additional family/staff education opportunities as they arise.
- Throughout the school year, Board of Education members will serve as Positive Interventions & Supports, 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.
- Schools will report goals, benchmarks and outcome data regularly through the Board Book 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 with 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

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.

Measures of Success

- Create and implement a centrally located family resource center to promote involvement and engagement. A place where the district can help families, families can help the district 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.
- As a Blue Zone community, students enter school healthy and learn about practicing a healthy lifestyle.

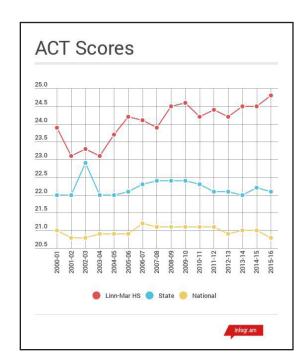
Year 2 2018-2019



"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

• Screen curriculums for possible adoption of K-12 health curriculum.



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 throughout the school year.
- Create and implement a three-year flexible, professional development plan; thoughtfully allocating state categorical funding to support PD plan. This plan will then be shared with the Board of Education
- Throughout the 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*).
- Develop a foundational understanding of Smarter Balanced Assessment with staff, students and community and be prepared to implement Smarter Balanced Assessments
- 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.
- Identify all level 3 and level 4 questions used on all common formative or summative assessments within each course at the high school level.
- Closely monitor and update our stakeholders, as appropriate on federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
- Develop a K-8 standards based report card.







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 2016-2018



- 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.
- 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 environments, 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.
- Always promote a school culture with the belief system of all students can learn.
- Make school building-level communications the major focus of 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.

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.

Year 2 2018-2019



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, on federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
- · Explore ELI summer school requirements and intervention options. Communicate appropriately with families.
- · 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.
- · Begin to identify qualitative and quantitative metrics to show evidence of personal growth to incorporate into digital learning portfolios in future years.
- 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
- 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.

"I want to ensure we're creating opportunities for students, but not just in education. While academics must be our primary focus, activities such as sports, the arts, clubs, and community service help comprise students' experiences and round out their education."

School Board Member Rene Gadelha

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, 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 5-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.
- 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.

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

- 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.

Digital Citizenship

- Explore PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).
- TICs will provide professional development on digital citizenship for staff.

· Digital Equity

- 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 computers 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.

2016-2018

Year 1

"We need to look at educating our students in new ways. Technology should be an integral part of the process to enhance teaching and learing. It is an important tool to prepare our students for the

School Board Member Sondra Nelson

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 L-M'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).
- Implement PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).
- TICs will provide professional development on digital citizenship for staff.
- Continue building a culture where utilizing assistive technology becomes integrated into daily practice.
- 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.
- 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.

- · Digital Citizenship
- · Digital Equity
- Digital Pedagogy
- Digital Communication







Board Goal 5 Empower Achievement - Involve

Enhance engagement opportunities through focused strategic partnerships.

with the district.

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 dashbaseds.
- boards.Broaden opportunities for local businesses and historically underutilized businesses to work
- 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 participation in outside committee groups.

Year 1 2016-2018



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.
- Year 2 2018-2019
- 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.



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 2016-2018



"Moving forward...we're talking about being a leading edge facility and institution." School Board VP George AbouAssaly

Measures of Success

- During the 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 Innovation Center.
- · Occupy Westfield Elementary 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.



Board Goal 6 Empower Achievement - Build

Construct physical learning environments using fiscally responsible and sustainable practices.

Strategic Initiatives

Facilities Restructure

Year 2 2018-2019



- · 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 restructure 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.



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 15th strategic planning meeting shared with the School Board.

May 2016

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

"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

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 there are two scenarios to consider further as part of the strategic planning process.

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.
- Fall 2016 online survey results shared with Board of Education.





Revenues, Taxes & Expenditures

FY 2016 Approved Budget

Total Approved Rudget	\$144 042 736
Other Funds	\$58,352,950
Debt Service Fund	\$9,30,000
General Fund	\$76,416,786

General Fund Revenues 2016

Total
Other\$13,676 09
Local\$29,430,068 385
State\$45,028,110 599
Federal \$2,048,773 39

District's Assessed Taxable Valuation

Total\$1,903,972,142



General Fund Expenditures 2016

Total	\$76.800.261 100%
Other	\$3,312,279 4%
Supplies	\$4,228,340 6%
Services	\$6,412,417 8%
Benefits	\$9,038,572 12%
Salaries	\$53, 808,653 70%

District Tax Rate 2016

Total	17.37861
Deb Service	1.991 71
Voter PPEL	1.34
Playground	0.135
Board PPEL	0.33
Management	0.54742
Operating	13.03448





PathwaysFacilitiesTechnology

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, High School

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, Echo Hill Elementary

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, Oak Ridge Middle School

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 lad 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 has 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



Community School District

2999 N. 10th Street • Marion, Iowa • 52302 www.linnmar.k12.ia.us



Inspire Learning. Unlock Potential. Empower Achievement.

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

Linn-Mar Community School District Board of Education Work Session Agenda - 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 Presiden
Angie Morrison, Board Secretar

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



Inspire Learning. Unlock Potential. Empower Achievement.

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

Linn-Mar Community School District Board Meeting Regular Session Agenda 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 for west of Alburnett Road and east 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

 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 <u>Linn-Mar website>Quick Links>GovDeals</u>. 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 20 th	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	Board Work Session	High School Pride Rock Commons
	7:00 PM	Board Regular Session	
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	Board Work Session	Boardroom
	7:00 PM	Board Regular Session	
November 9th	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	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 21st	5:00 PM	Board Work Session	Boardroom
	7:00 PM	Board Regular Session	
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.

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

IA - Warrants Paid Listing	Date Range:	<u>Criteria</u> 10/07/2016 - 10/21/2016
Fiscal Year: 2016-2017	Date Nango.	10/07/2010
Vendor Name	Description	Check Total
Fund: Aquatic Center		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,963.30
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$800.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$80.91
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$345.97
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$80.91
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$345.97
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$637.02
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$445.34
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$668.39
ISI SWIMMING INC	GENERAL SUPPLIES	\$1,197.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5.45
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$10.09
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$607.13
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$37.44
SPLASH MULTISPORT	GENERAL SUPPLIES	\$570.94
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$3.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$197.27
	Fund Tota	l: \$9,996.13
Fund: GENERAL	WATELIATIONAL CURRILES	\$93.50
95 PERCENT GROUP INC	INSTRUCTIONAL SUPPLIES	\$490.00
ACP, LLC	INSTRUCTIONAL SUPPLIES	
ADVANCE AUTO PARTS	TRANSP. PARTS	\$1,607.54
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$2,363.96
AIRGAS NORTH CENTRAL	MAINTENANCE SUPPLIES	\$490.69
ALBERTSON JIM	OFFICIAL/JUDGE	\$70.00
ALL INTEGRATED SOLUTIONS	MAINTENANCE SUPPLIES	\$223.77
ALL INTEGRATED SOLUTIONS	TRANSP. PARTS	\$435.95
ALLIANT ENERGY	ELECTRICITY	\$94,892.47
AMBROSY TODD	OFFICIAL/JUDGE	\$62.00
AMERICAN SPECIALTIES	UNDESIGNATED	\$20.60
ANDERSON SCOTT	OFFICIAL/JUDGE	\$62.00
AOSNC, LLC	TECH REPAIRS	\$460.00
APPLE COMPUTER INC	INSTRUCTIONAL SUPPLIES	\$479.00
BALBOA CAPITAL CORPORATION	INSTRUCTIONAL SUPPLIES	\$218.70
BARNES & NOBLE	LIBRARY BOOKS	\$216.49
BARTA BOB	OFFICIAL/JUDGE	\$62.00
BIG RIGGER BUILDERS INC	VEHICLE REPAIR	\$571.30
BLAIR, MICHELLE	Professional Educational Services	\$200.00
BLICK ART MATERIALS	INSTRUCTIONAL SUPPLIES	\$1,014.54
BLR (BUSINESS & LEGAL RESOURCES)	OTHER PROFESSIONAL	\$1,350.00
BP .	GASOLINE	\$31.17
BRAY MELISSA	TRAVEL	\$32.37
BRECKE	OTHER PROFESSIONAL	\$1,450.00
BRENES, DAYSI	TRAVEL	\$53.27
	otIAChecksPaidListing 2016.3.	.09 Page:

IA - Warrants Paid Listing

Date Range:

<u>Criteria</u>

10/07/2016 - 10/21/2016

Fiscal Year: 2016-2017

Vendor Name	Description	Check Total
BRUST, JAMES	OFFICIAL/JUDGE	\$120.00
BURGESS GAYLA	TRAVEL	\$27.30
BURKEN STEVEN JAY	OFFICIAL/JUDGE	\$70.00
CALCARA MARILYN	TRAVEL	\$28.82
CAMPBELL SUPPLY	MAINTENANCE SUPPLIES	\$36.00
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	\$216.18
CDW - GOVERNMENT	COMP/TECH HARDWARE	\$262.49
CENTURY CAB INC	TRANSP PRIVATE CONT	\$806.00
CENTURYLINK	TELEPHONE	\$2,483.06
CHAQUIA TREMAIN	TXTBK RENTAL PS	\$60.00
CHRISTIAN KARLA	TRAVEL	\$143.52
CITY LAUNDERING COMPANY	INSTRUCTIONAL SUPPLIES	\$1,102.54
CITY LAUNDERING COMPANY	LAUNDRY SERVICE	\$367.51
CLARK SECURITY PRODUCTS INC	MAINTENANCE SUPPLIES	\$72.33
CLASSROOM DIRECT	INSTRUCTIONAL SUPPLIES	\$74.38
CMS COMMUNICATIONS	COMP/TECH HARDWARE	\$239.59
CO-LINE WELDING, INC	INSTRUCTIONAL SUPPLIES	\$4,557.98
COHEN BRIAN	OFFICIAL/JUDGE	\$70.00
COLLECTION	EE LIAB-GARNISHMENTS	\$700.29
COLTON KRISTI	TRAVEL	\$23.13
COMMUNITY HEALTH CHARITIES	EE LIAB-CHARITY	\$10.00
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	\$124.00
COOKSLEY DAWN	TRAVEL	\$35.33
COOPER WILLIAM	OFFICIAL/JUDGE	\$62.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$1,753.00
CR/LC SOLID WASTE AGENCY	MAINTENANCE SUPPLIES	\$146.13
CRANDALL SHERI	TRAVEL	\$64.97
CROWN TROPHY	INSTRUCTIONAL SUPPLIES	\$346.80
CULLIGAN	REPAIR/MAINT SERVICE	\$1,720.35
DAKTRONICS, INC	MAINTENANCE SUPPLIES	\$985.00
DANIEL GRAWE	OFFICIAL/JUDGE	\$62.00
DEKE SONNY	OFFICIAL/JUDGE	\$60.00
DEMCO	GENERAL SUPPLIES	\$97.79
DEMCO	INSTRUCTIONAL SUPPLIES	\$932.17
DENNIS COMPANY	REPAIR PARTS	\$8.48
DOMINO'S PIZZA-4358	INSTRUCTIONAL SUPPLIES	\$198.89
EARLE DICKINSON	INSTRUCTIONAL SUPPLIES	\$150.00
EC ICDA YOUTH CHOIR CLINIC	INSTRUCTIONAL SUPPLIES	\$25.00
ELECTRONIX	EQUIPMENT >\$1999	\$102.20
ENTERPRISE	RENTALS EQUIPMENT	\$812.27
FAMILY & CHILDREN'S SERVICES	INSTRUCTIONAL SUPPLIES	\$1,000.00
FAREWAY STORES	GENERAL SUPPLIES	\$75.43
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$170.87
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,653,948.56
FISHER SCIENTIFIC	INSTRUCTIONAL SUPPLIES	\$164.39

IA - Warrants Paid Listing

Date Range: 10/07/2016 - 10/21/2016

<u>Criteria</u>

Fiscal Year: 2016-2017

FLINN SCIENTIFIC	Vendor Name	Description	Check Total
FOLLETT SCHOOL SOLUTIONS, INC FONTENOT JOSEPH OFFICAL/JUDGE \$186.00 FREY SCIENTIFIC CO. INSTRUCTIONAL SUPPLIES \$3,194.19 FRIDAY MATT OFFICAL/JUDGE \$62.00 FRIDAY MATT OFFICAL/JUDGE \$62.00 FRIDAY MATT OFFICAL/JUDGE \$62.00 FRONTLINE TECHNOLOGIES OTHER PROFESSIONAL \$1,522.95 FRONT JEFF TRAVEL \$100.62 GAUGER CATHY TRAVEL \$100.62 GAUGER CATHY TRAVEL \$100.98 GAZETTE COMMUNICATIONS INC OTHER PROFESSIONAL GRAND FREEMAN OFFICAL/JUDGE \$52.00 GRAINGER MAINTENANCE SUPPLIES \$52.94 GRANT WOOD AEA GENERAL SUPPLIES GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA UNDESIGNATED \$117.50 GRAVET GREG OFFICAL/JUDGE \$52.00 GRIGGS MUSIC INC GRUPMENT 7-\$1999 \$320.00 GRIGGS MUSIC INC GRIGGS MUSIC INC HAJEK AMANDA TRAVEL HAJEK AMANDA TRAVEL HAJEK AMANDA HADIN-HAND PRESCHOOL HAGEGRS ACCOUSTICS INC MAINTENANCE SUPPLIES \$31.76 HAYES ELIZABETH TRAVEL HAARTLAND HOME CARE, INC HORSEN'S EDUCATION HAYES ELIZABETH HEARTLAND HOME CARE, INC HORSEN'S EDUCATION HICKS KRISTI TRAVEL \$14.96 HAYES FOOD STORE-8556 HY-VEE FOOD STORE-8556 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$12.84 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$7,740.00 INSTRUCTIONAL SUPPLIES \$31.00 SA1.76 HAYEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1.49 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1.49 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1.29 INSTRUCTIONAL SUPPLIES \$2.20 INSTRUCTIONAL SUPPLIES \$2.20 INSTRUCTIONAL SUPPLIES \$3.50 INSTRUCTI	FLINN SCIENTIFIC	INSTRUCTIONAL SUPPLIES	\$1,480.34
FONTENOT JOSEPH OFFICIAL/JUDGE \$186.00 FREY SCIENTIFIC CO. INSTRUCTIONAL SUPPLIES \$3,194.19 FRIDAY MATT OFFICIAL/JUDGE \$82.00 FRONTLINE TECHNOLOGIES OTHER PROFESSIONAL \$1,522.95 FROST JEFF TRAVEL \$100.02 GAUGER CATHY TRAVEL \$100.02 GAUGER CATHY TRAVEL \$109.02 GAUGER CATHY OFFICIAL/JUDGE \$20.00 GRAINGER MAINTENANCE SUPPLIES \$529.64 GRANT WOOD AEA GENERAL SUPPLIES \$7.50 GRANT WOOD AEA GENERAL SUPPLIES \$1,500.29 GRANT WOOD AEA STAFF WORKSHPICONF \$60.00 GRANT WOOD AEA UNDESIGNATED \$17.50 GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRIGGS MUSIC INC EQUIPMENT >\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT >\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT P\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC EQUIPMENT	FOLLETT SCHOOL SOLUTIONS, INC	INSTRUCTIONAL SUPPLIES	\$765.00
FREY SCIENTIFIC CO. INSTRUCTIONAL SUPPLIES \$3,194.19	FOLLETT SCHOOL SOLUTIONS, INC	TEXTBOOKS	\$2,641.10
FRIDAY MATT	FONTENOT JOSEPH	OFFICIAL/JUDGE	\$186.00
FRONTLINE TECHNOLOGIES OTHER PROFESSIONAL \$1,522,95 FROST JEFF TRAVEL \$100,62 GAUGER CATHY TRAVEL \$109,98 GAZETTE COMMUNICATIONS INC OTHER PROFESSIONAL \$489,60 GORDAN FREEMAN OFFICIAL/JUDGE \$62,00 GRAINGER MAINTENANCE SUPPLIES \$529,84 GRANT WOOD AEA GENERAL SUPPLIES \$7.50 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530,29 GRANT WOOD AEA STAFF WORKSHPIZONF \$60,00 GRANT WOOD AEA UNDESIGNATED \$17.50 GRANT WOOD AEA UNDESIGNATED \$17.50 GRANT WOOD AEA UNDESIGNATED \$17.50 GRAY WOOD AEA UNDESIGNATED \$17.50 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$631.10 HAJEK AMANDA TRAVEL \$18.76 HAJEK AMANDA TRAVEL \$18.76 HANDIN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.50 HAYES ELIZABETH TRAVEL \$149.64 HARCHAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HOKKS KRISTI TRAVEL \$44.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HOK SKRISTI TRAVEL \$44.70 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$11,099.93 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL	FREY SCIENTIFIC CO.	INSTRUCTIONAL SUPPLIES	\$3,194.19
FROST JEFF	FRIDAY MATT	OFFICIAL/JUDGE	\$62.00
GAUGER CATHY	FRONTLINE TECHNOLOGIES	OTHER PROFESSIONAL	\$1,522.95
SAZETTE COMMUNICATIONS INC OTHER PROFESSIONAL \$489.60	FROST JEFF	TRAVEL	\$100.62
GORDAN FREEMAN OFFICIAL/JUDGE \$62.00 GRAINGER MAINTENANCE SUPPLIES \$529.64 GRANT WOOD AEA GENERAL SUPPLIES \$7.50 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA UNDESIGNATED \$17.50 GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRIGGS MUSIC INC EQUIPMENT *\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$31.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HICKS KRISTI TRAVEL \$64.70 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$12.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$7.55.7 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$12.84 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1.269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7.740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$1.269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7.740.00 INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$228,306.77 INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$	GAUGER CATHY	TRAVEL	\$109.98
GRAINGER MAINTENANCE SUPPLIES \$529.84 GRANT WOOD AEA GENERAL SUPPLIES \$7.50 GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA STAFF WORKSHP/CONF \$60.00 GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRIGGS MUSIC INC EQUIPMENT \$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PRO SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HINC COMPTECH HARDWARE \$4.434.10 HPINC COMPTECH HARDWARE \$4.434.10 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$12.69.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00	GAZETTE COMMUNICATIONS INC	OTHER PROFESSIONAL	\$489.60
GRANT WOOD AEA GROND ASSOCIATION AEA GROND ASSOCIATION AEA GROND ASSOCIATION AEA GROND AEA	GORDAN FREEMAN	OFFICIAL/JUDGE	\$62.00
GRANT WOOD AEA INSTRUCTIONAL SUPPLIES \$1,530.29 GRANT WOOD AEA STAFF WORKSHP/CONF \$60.00 GRANT WOOD AEA UNDESIGNATED \$17.50 GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRIGGS MUSIC INC EQUIPMENT *\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HPI INC COMPITECH HARDWARE \$4.434.10 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8566 GENERAL SUPPLIES \$76.07 IMON COMMUNICATIONS LLC TELEPHONE \$7.740.00	GRAINGER	MAINTENANCE SUPPLIES	\$529.64
GRANT WOOD AEA	GRANT WOOD AEA	GENERAL SUPPLIES	\$7.50
GRANT WOOD AEA UNDESIGNATED \$17.50 GRAVERT GREG OFFICIAL/JUDGE \$82.00 GRIGGS MUSIC INC EQUIPMENT *\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$7.65.77 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$60.035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$66.035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE	GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$1,530.29
GRANT WOOD AEA UNDESIGNATED \$17.50 GRAVERT GREG OFFICIAL/JUIGGE \$62.00 GRIGGS MUSIC INC EQUIPMENT >\$1999 \$320.00 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$76.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDI		STAFF WORKSHP/CONF	\$60.00
GRAVERT GREG OFFICIAL/JUDGE \$62.00 GRIGGS MUSIC INC EQUIPMENT >\$1999 \$320.00 GRIGGS MUSIC INC EQUIPMENT REPAIR \$29.99 GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HANDIN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$7.65.7 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-ME		UNDESIGNATED	\$17.50
GRIGGS MUSIC INC GRIGGS MUSIC INC GRIGGS MUSIC INC GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL HAND-IN-HAND PRESCHOOL HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL HEARTLAND HOME CARE, INC HICKS KRISTI HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC INTERNAL REVENUE SERVICE-9343 EE LIAB-BOICARE INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INANCE SUPPLIES \$2,038.75 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA IRANSP. PARTS \$476.60 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$40.40 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$40.40 IOWA HSAP		OFFICIAL/JUDGE	\$62.00
GRIGGS MUSIC INC GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON AUSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE ST,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INANCE SUPPLIES \$2,038.75 INTERNAL BATTERIES OF UPPER IA INANCE SUPPLIES \$2,038.75 INTERNAL BATTERIES OF UPPER IA INANCE SUPPLIES \$477.60 IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 INSTRUCTIONAL SUPPLIES \$410.00 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$410.00 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$410.00 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$40.44	<u></u>	EQUIPMENT >\$1999	\$320.00
GRIGGS MUSIC INC INSTRUCTIONAL SUPPLIES \$831.10 HAJEK AMANDA TRAVEL \$18.76 HAND-IN-HAND PRESCHOOL PROF SERV: EDUCATION \$27,781.60 HARGERS ACCOUSTICS INC MAINTENANCE SUPPLIES \$1,019.50 HAYES ELIZABETH TRAVEL \$149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$12.89 IMMORE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$60,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$66,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77		EQUIPMENT REPAIR	\$29.99
HAJEK AMANDA		INSTRUCTIONAL SUPPLIES	\$831.10
HAND-IN-HAND PRESCHOOL HARGERS ACCOUSTICS INC HAYES ELIZABETH HEARTLAND HOME CARE, INC HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HY-VEE FOOD STORE-8555 HY-VEE FOOD STORE-8556 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES INTERNAL REVENUE SERVICE-9343 INTERNAL REVENUE SERVICE-9344 INTERNAL REVENUE SERVICE-9345 INTERNAL REVENUE SER		TRAVEL	\$18.76
HARGERS ACCOUSTICS INC HAYES ELIZABETH TRAVEL S149.64 HEARTLAND HOME CARE, INC PROF SERV: EDUCATION S3,135.00 HICKS KRISTI TRAVEL S64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES S998.00 HP INC COMP/TECH HARDWARE S4,434.10 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES S121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES S78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES S1,269.93 IMON COMMUNICATIONS LLC TELEPHONE S7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES S10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE S56,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC S238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE S56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE S56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC S238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING S4113,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES S2,038.75 INTERSTATE BATTERIES OF UPPER IA TRANSP. PARTS S477.60 IOWA ASSOCIATION OF AG ED TRAVEL S355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES S60.00 IOWA HSAP		PROF SERV: EDUCATION	\$27,781.60
HAYES ELIZABETH HEARTLAND HOME CARE, INC PROF SERV: EDUCATION \$3,135.00 HICKS KRISTI TRAVEL \$64.70 HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA INWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$477.60 IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP		MAINTENANCE SUPPLIES	\$1,019.50
HEARTLAND HOME CARE, INC HICKS KRISTI TRAVEL HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HOUGHTON MIFFLIN HARCOURT HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$998.00 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE INTERNACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$1,069.93 IMTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE INTERNAL REVENUE SERVICE-9343 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 INTERNAL REVENUE SERVICE-9345 INTE		TRAVEL	\$149.64
HICKS KRISTI HOUGHTON MIFFLIN HARCOURT INSTRUCTIONAL SUPPLIES \$998.00 HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INSTRUCTIONAL SUPPLIES \$133.16 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$60.00		PROF SERV: EDUCATION	\$3,135.00
HOUGHTON MIFFLIN HARCOURT HP INC COMP/TECH HARDWARE \$4,434.10 HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,596.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE S56,035.52 INTERNAL REVENUE SERVICE-9343 EF LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE S56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INTERNAL SUPPLIES \$2,038.75 INTERNAL DE WENUE SERVICE SESS. INSTRUCTIONAL SUPPLIES \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$133.16 INSTRUCTIONAL SUPPLIES \$60.00		TRAVEL	\$64.70
HP INC HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$121.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE BATTERIES OF UPPER IA INCOME TAX WITHHOLDING \$477.60 IOWA ASSOCIATION OF AG ED INSTRUCTIONAL SUPPLIES \$140.00 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$133.16 INSTRUCTIONAL SUPPLIES \$560.00		INSTRUCTIONAL SUPPLIES	\$998.00
HY-VEE FOOD STORE-8555 INSTRUCTIONAL SUPPLIES \$12.84 HY-VEE FOOD STORE-8556 GENERAL SUPPLIES \$78.57 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA TRANSP. PARTS \$4477.60 IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$1133.16 IOWA HSAP SECONDAL SUPPLIES \$60.00		COMP/TECH HARDWARE	\$4,434.10
HY-VEE FOOD STORE-8556 HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES IMON COMMUNICATIONS LLC INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES INSTRUCTIONA		INSTRUCTIONAL SUPPLIES	\$121.84
HY-VEE FOOD STORE-8556 INSTRUCTIONAL SUPPLIES \$1,269.93 IMON COMMUNICATIONS LLC TELEPHONE \$7,740.00 INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA TRANSP. PARTS \$4477.60 IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$140.00 IOWA DEPT OF REVENUE - ADMIN WAGE LEVY INSTRUCTIONAL SUPPLIES \$60.00 INSTRUCTIONAL SUPPLIES \$60.00		GENERAL SUPPLIES	\$78.57
IMON COMMUNICATIONS LLC INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 INTE		INSTRUCTIONAL SUPPLIES	\$1,269.93
INTERACTIVE HEALTH TECHNOLOGIES INSTRUCTIONAL SUPPLIES \$10,586.44 INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA TRANSP. PARTS \$477.60 IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$140.00 IOWA DEPT OF REVENUE - ADMIN WAGE LEVY EE LIAB-GARNISHMENTS \$133.16 INSTRUCTIONAL SUPPLIES \$60.00		TELEPHONE	\$7,740.00
INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$133.16 INSTRUCTIONAL SUPPLIES \$60.00		INSTRUCTIONAL SUPPLIES	\$10,586.44
INTERNAL REVENUE SERVICE-9343 EE LIAB-SO SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$133.16 INSTRUCTIONAL SUPPLIES \$60.00		EE LIAB-MEDICARE	\$56,035.52
INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE \$56,035.52 INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC \$238,306.77 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$413,530.63 INTERSTATE ALL BATTERY CENTER MAINTENANCE SUPPLIES \$2,038.75 INTERSTATE BATTERIES OF UPPER IA TRANSP. PARTS \$477.60 IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$140.00 IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA SUPPLIES \$60.00		EE LIAB-SO SEC	\$238,306.77
INTERNAL REVENUE SERVICE-9343 INTERNAL REVENUE SERVICE-9343 INTERNAL REVENUE SERVICE-9343 INTERSTATE ALL BATTERY CENTER INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP ER LIAB-SOC SEC \$238,306.77 \$413,530.63 \$2,038.75 TRANSP. PARTS \$477.60 TRAVEL \$355.50 INSTRUCTIONAL SUPPLIES \$140.00 INSTRUCTIONAL SUPPLIES \$60.00	,	ER LIAB-MEDICARE	\$56,035.52
INTERNAL REVENUE SERVICE-9343 INTERSTATE ALL BATTERY CENTER INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP FEDERAL INCOME TAX WITHHOLDING \$413,530.63 \$2,038.75 TRANSP. PARTS \$477.60 \$355.50 INSTRUCTIONAL SUPPLIES \$140.00 EE LIAB-GARNISHMENTS \$133.16 INSTRUCTIONAL SUPPLIES \$60.00			\$238,306.77
INTERSTATE ALL BATTERY CENTER INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP MAINTENANCE SUPPLIES \$2,038.75 **TANSP. PARTS TRANSP. PARTS \$477.60 \$355.50 INSTRUCTIONAL SUPPLIES \$140.00 INSTRUCTIONAL SUPPLIES \$60.00		FEDERAL INCOME TAX WITHHOLDING	\$413,530.63
INTERSTATE BATTERIES OF UPPER IA IOWA ASSOCIATION OF AG ED IOWA CHORAL DIRECTORS ASSN. IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP IOWA HSAP INSTRUCTIONAL SUPPLIES INSTRUCTIONAL SUPPLIES S133.16 INSTRUCTIONAL SUPPLIES \$60.00			\$2,038.75
IOWA ASSOCIATION OF AG ED TRAVEL \$355.50 IOWA CHORAL DIRECTORS ASSN. INSTRUCTIONAL SUPPLIES \$140.00 IOWA DEPT OF REVENUE - ADMIN WAGE LEVY EE LIAB-GARNISHMENTS \$133.16 IOWA HSAP INSTRUCTIONAL SUPPLIES \$60.00		TRANSP. PARTS	\$477.60
IOWA CHORAL DIRECTORS ASSN. IOWA DEPT OF REVENUE - ADMIN WAGE LEVY IOWA HSAP IOWA HSAP INSTRUCTIONAL SUPPLIES \$140.00 \$133.16 INSTRUCTIONAL SUPPLIES \$60.00		TRAVEL	\$355.50
IOWA DEPT OF REVENUE - ADMIN WAGE LEVY EE LIAB-GARNISHMENTS \$133.16 IOWA HSAP INSTRUCTIONAL SUPPLIES \$60.00		INSTRUCTIONAL SUPPLIES	\$140.00
IOWA HSAP INSTRUCTIONAL SUPPLIES \$60.00		EE LIAB-GARNISHMENTS	\$133.16
\$7.049.44		INSTRUCTIONAL SUPPLIES	\$60.00
INTERIOR CHANGE COMMENT	IOWA PRISON INDUSTRIES	MAINTENANCE SUPPLIES	\$7,048.44

IA - Warrants Paid Listing

Date Range:

<u>Criteria</u>

10/07/2016 - 10/21/2016

ıl Year: 2016-2017	Date Rang	le: 10/07/2016 - 10/21/2
Vendor Name	Description	Check Total
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$283,295.29
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$425,181.19
IOWA SHARES	EE LIAB-CHARITY	\$28.00
ISFIS	OTHER PROFESSIONAL	\$763.50
JC'S TOWING LLP	GENERAL SUPPLIES	\$400.00
JESSEN ALICIA	TRAVEL	\$17.82
JIM GREEN	MISC REVENUE	\$55.00
JIMMY JOHN'S.	INSTRUCTIONAL SUPPLIES	\$122.50
JOHNSON BRADLEY DAVID	OFFICIAL/JUDGE	\$62.00
JOHNSTONE SUPPLY	REPAIR PARTS	\$706.00
KELVIN TRAN	INSTRUCTIONAL SUPPLIES	\$475.00
KENT POSSEHL	OFFICIAL/JUDGE	\$62.00
KESL CAROL	TRAVEL	\$58.11
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$56,373.80
KLOSTERMANN KEVIN	OFFICIAL/JUDGE	\$186.00
KOENEN KARLA	STAFF WORKSHP/CONF	\$33.10
KOENEN KARLA	TRAVEL	\$30.69
LAKESHORE	INSTRUCTIONAL SUPPLIES	\$457.65
LANHAM, JESSICA	TRAVEL	\$49.73
LASER RESOURCES, LLC	Copies	\$13,507.83
LASER RESOURCES, LLC	GENERAL SUPPLIES	\$441.88
LEADERS IN VOLUNTEERISM	GENERAL SUPPLIES	\$30.00
LEARNING A-Z	INSTRUCTIONAL SUPPLIES	\$1,435.50
LEMMER BARBARA	GASOLINE	\$10.00
LEMMER BARBARA	TRAVEL	\$434.20
LINN COUNTY REC	ELECTRICITY	\$23,142.14
LINN COUNTY SHERIFF	EE LIAB-GARNISHMENTS	\$240.77
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	\$169.29
LMEA	EE LIAB-UNION DUES	\$10,083.25
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$255. 21
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$4,682.67
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$13,217.23
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	\$116.00
MARCH TINA	INSTRUCTIONAL SUPPLIES	\$142.92
MARION IRON CO.	MAINTENANCE SUPPLIES	\$23.03
MARION JANITORIAL SUPPLY CO	MAINTENANCE SUPPLIES	\$1,373.51
MARION TIMES	ADVERTISING	\$590.60
McSWEENEY, CHRISTINE	TRAVEL	\$124.57
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$572.74
MERCY MEDICAL CENTER	INSTRUCTIONAL SUPPLIES	\$81.00
MERCYCARE COMMUNITY PHYSICIANS	OTHER PROFESSIONAL	\$760.00
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$12,466.09
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$407,529.87
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$17,465.76
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$24,650.00

IA - Warrants Paid Listing

Fiscal Year: 2016-2017

<u>Criteria</u>

Date Range: 1

10/07/2016 - 10/21/2016

Vendor Name	Description	Check Total
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$19,990.58
MIDWEST COMPUTER PRODUCTS	INSTRUCTIONAL SUPPLIES	\$98.70
MIDWEST WHEEL	TRANSP. PARTS	\$308.37
MORRISON ANGIE	TRAVEL	\$5.85
MOUNT MERCY COLLEGE	TUITION COLLEGE/UNIV	\$500.00
NOLTE, CORNMAN & JOHNSON P.C.	OTHER PROFESSIONAL	\$9,600.00
O'BRIEN LYNN	TRAVEL	\$4.52
OAKES CODY	OFFICIAL/JUDGE	\$124.00
ORIENTAL TRADING CO	INSTRUCTIONAL SUPPLIES	\$93.85
ORKIN PEST CONTROL	Pest Control	\$360.00
PAUL REVERE LIFE INS. CO.	DISTRICT LIFE INSURANCE	\$211.74
PEIFFER RON	OFFICIAL/JUDGE	\$62.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$171.93
PESI, INC	INSTRUCTIONAL SUPPLIES	\$12.00
PICKENS BARNES & ABERNATHY	LEGAL SERVICES	\$500.00
PISARIK STEVE	OFFICIAL/JUDGE	\$62.00
PITTSBURGH PAINTS	MAINTENANCE SUPPLIES	\$747.00
PIZZA RANCH	INSTRUCTIONAL SUPPLIES	\$346.85
PROJECT LEAD THE WAY	EQUIPMENT >\$1999	\$10,954.00
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	\$1,774.04
PROVIDENT LIFE/ACCIDENT INS. CO.	ER LIAB-DISTRICT DISABILITY	\$5,271.64
QUILL CORPORATION	GENERAL SUPPLIES	\$105.13
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	\$278.66
QUINTIN SHEPHERD	TRAVEL	\$196.56
RAMOS JERI	TRAVEL	\$168.48
READ NATURALLY	INSTRUCTIONAL SUPPLIES	\$599.10
REALLY GOOD STUFF INC	INSTRUCTIONAL SUPPLIES	\$456.74
REAMS SPRINKLER SUPPLY	REPAIR PARTS	\$26.23
REPUBLIC SERVICES	GARBAGE COLLECTION	\$4,059.80
RIVERSIDE TECHNOLOGIES, INC	OTHER TECH SER	\$3,000.00
ROCHESTER ARMORED CAR CO INC	OTHER PROFESSIONAL	\$757.12
ROYAL IMAGING SUPPLIES	INSTRUCTIONAL SUPPLIES	\$180.90
SAM'S CLUB	DUES AND FEES	\$45.00
SANDERS BEN	TRAVEL	\$14.04
SARGENT WELCH	EQUIPMENT >\$1999	\$51.73
	Professional Educational Services	\$100.00
SCHILKE, THOMAS SCHLEGEL SCOTT	OFFICIAL/JUDGE	\$70.00
SCHOLASTIC BOOK FAIR INC	MISC REVENUE	\$5,573.53
	INSTRUCTIONAL SUPPLIES	\$114.26
SCHOOL ADMINISTRATORS OF IOMA	DUES AND FEES	\$4,055.00
SCHOOL BUS SALES	TRANSP. PARTS	\$1,520.76
SCHOOL BUS SALES	INSTRUCTIONAL SUPPLIES	\$355.39
SCHOOL OUTFITTERS	INSTRUCTIONAL SUPPLIES	\$742.41
SCHOOL SPECIALTY INC	OFFICIAL/JUDGE	\$62.00
SCHRADER KEVIN	INSTRUCTIONAL SUPPLIES	\$208.25

IA - Warrants Paid Listing	.	_	<u> 2.007/2016 - 10/21/201</u>
Fiscal Year: 2016-2017	U	ate Range: 1	0/07/2016 - 10/21/201
Vendor Name	Description		Check Total
SEIU LOCAL 199	EE LIAB-UNION DUES		\$691.98
SERVICEMASTER FIVE SEASONS JANITORIAL	OTHER PROFESSIONAL		\$864.78
SHANLEY STEVE	INSTRUCTIONAL SUPPLIES		\$150.00
SHORTER MARGARET	TRAVEL		\$46.25
SOUTHEASTERN PERFORMANCE APPAREL	INSTRUCTIONAL SUPPLIES		\$269.64
STAPLES	INSTRUCTIONAL SUPPLIES		\$43.16
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES		\$12.50
STEVEN RUCKER	OFFICIAL/JUDGE		\$124.00
SUMMIT COMPANIES	OTHER PROFESSIONAL		\$3,970.00
SUMMIT COMPANIES	REPAIR/MAINT SERVICE		\$1,375.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS		\$3,094.40
SYSTEMS UNLIMITED, INC.	PROF SERV: EDUCATION		\$2,710.00
THE COSTUMER, INC	INSTRUCTIONAL SUPPLIES		\$1,249.10
TIME FOR KIDS	INSTRUCTIONAL SUPPLIES		\$401.40
TRAFFIC SAFETY CORPORATION	MAINTENANCE SUPPLIES		\$290.00
TRAVIS VIVIAN	MISC REVENUE		\$76.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLD	ING	\$178,057.17
TRIARCO ARTS & CRAFTS	EQUIPMENT >\$1999		\$1,359.25
U.S. CELLULAR	TELEPHONE		\$919.36
U.S. TOY CO	INSTRUCTIONAL SUPPLIES		\$324.23
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY		\$1,068.86
UNIVERSITY OF NORTHERN IOWA	STAFF WORKSHP/CONF		\$525.00
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY		\$835.26
USI CORPORATION	REPAIR PARTS		\$29.95
VAN HOECK RON	OFFICIAL/JUDGE		\$62.00
VAN METER CO	MAINTENANCE SUPPLIES		\$4,447.56
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES		\$2,112.09
VITALSMARTS LC	OTHER PROFESSIONAL		\$12,667.26
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)		\$63,853.29
WALSH DOOR & HARDWARE	REPAIR PARTS		\$1,723.00
WARD'S NATURAL SCIENCE	INSTRUCTIONAL SUPPLIES		\$1,058.93
WENDLING QUARRIES	GROUNDS UPKEEP		\$241.18
WEST MUSIC CO	EQUIPMENT >\$1999		\$750.00
WEST MUSIC CO	EQUIPMENT REPAIR		\$3,234.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES		\$6,136.75
WINDSTAR LINES	RENTALS EQUIPMENT		\$740.00
ZIMMERMAN JESSICA	TRAVEL		\$21.53
		Fund Total:	\$5,536,715.09
und: NUTRITION SERVICES			.
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD		\$23,052.81
CITY LAUNDERING COMPANY	LAUNDRY SERVICE		\$2,205.08
EARTHGRAINS	PURCHASE FOOD		\$4,082.23
EMS DETERGENT SERVICES	CLEANING PRODUCTS		\$4,952.50
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY		\$54,867.29
GOODWIN TUCKER GROUP	REPAIR/MAINT SERVICE		\$323.84

Page:

IA - Warrants Paid Listing	Date Range:	<u>Criteria</u> 10/07/2016 - 10/21/20
Fiscal Year: 2016-2017	Date Kange.	10/07/2010 - 10/21/20
Vendor Name	Description	Check Total
HEARTLAND PAYMENT SYSTEMS-NUTRIKIDS	DUES AND FEES	\$500.00
HERNY JULIE	UNEARNED REVENUE	\$17.20
HUMITECH OF IOWA INC	REPAIR/MAINT SERVICE	\$40.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,164.52
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$4,979.49
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,164.52
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$4,979.49
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$7,333.34
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$11,204.20
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$16,815.73
KELSEE WHELAN (BOYER)	UNEARNED REVENUE	\$20.00
KNIGHT SUSAN	TRAVEL	\$44.23
LASER RESOURCES, LLC	Copies	\$12.24
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$154.97
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$217.08
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$137.29
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$13,845.83
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$468.00
NOTH RUTH	TRAVEL	\$8.50
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$173.37
REINHART INSTITUTIONAL FOODS INC	GENERAL SUPPLIES	\$282.91
REINHART INSTITUTIONAL FOODS INC	PAPER PRODUCT SUPPLY	\$5,056.55
REINHART INSTITUTIONAL FOODS INC	PURCHASE FOOD	\$122,217.84
SCHOOL NUTRITION ASSOCIATION	DUES AND FEES	\$39.50
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$124.70
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$2,892.87
U.S. DEPARTMENT OF TREASURYFMS	EE LIAB-GARNISHMENTS	\$241.13
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$50.00
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$3,580.00
	Fund Tot	al: \$287,249.25
Fund: PHY PLANT & EQ LEVY		¢4.050.00
CROELL REDI-MIX INC	CONSTRUCTION SERV	\$1,250.00
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	\$4,525.00
DECKER EQUIPMENT	EQUIPMENT >\$1999	\$692.50 \$735.00
DLR GROUP INC	ARCHITECT	\$725.00
OPN ARCHITECTS, INC.	ARCHITECT	\$6,685.87
SHEPPARD'S BUSINESS INTERIORS, INC	EQUIPMENT >\$1999	\$59,933.00
TERRACON CONSULTANTS INC	ARCHITECT	\$1,241.50
Finds Book 40 Million leave and 2042 40M leave	Fund To	tal: \$75,052.87
Fund: Pool 10 Million Issue and 2013 10M Issue	COMP/TECH HARDWARE	\$3,733.28
COMMUNICATIONS ENGINEERING CO	ARCHITECT	\$20,635.86
DLR GROUP INC	BLDG, CONST SUPPLIES	\$318.00
PODS ENTERPRISES, LLC	Fund To	
_		
The Language Control of the Control	AChecksPaidListing 2016.3	.09 Page:

IA - Warrants Paid Listing	P.4. P.	Criteria
Fiscal Year: 2016-2017	Date Range:	10/07/2016 - 10/21/2016
Vendor Name	Description	Check Total
Fund: PUB ED & REC LEVY		<u>.</u>
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,501.75
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$31.01
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$132.55
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$31.01
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$132.55
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$207.46
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$145.99
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$219.11
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.51
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$6.95
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$23.15
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$414.66
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$18.72
PECKS	GROUNDS UPKEEP	\$1,389.86
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$86.01
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$30.00
	Fund Total	: \$4,373.29
Fund: STUDENT ACTIVITY		•
ANDERSON DONALD	OFFICIAL/JUDGE	\$123.00
ANDYMARK, INC	INSTRUCTIONAL SUPPLIES	\$900.00
BANACOM SIGNS LLC	INSTRUCTIONAL SUPPLIES	\$232.00
BOWERS ROY	OFFICIAL/JUDGE	\$70.00
BRUST, JAMES	OFFICIAL/JUDGE	\$70.00
BRYANT CHAD	OFFICIAL/JUDGE	\$60.00
BURKHART DAVID	MISC REVENUE	\$300.00
BUTIKOFER DONNA	OFFICIAL/JUDGE	\$70.00
CONSERVATION DISTRICTS OF IOWA	DUES AND FEES	\$80.00
COOPER WILLIAM	OFFICIAL/JUDGE	\$55.00
CORRIN CALVIN	OFFICIAL/JUDGE	\$60.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$243.27
DAHL DON	OFFICIAL/JUDGE	\$95.00
DANIEL GRAWE	OFFICIAL/JUDGE	\$60.00
DAVIES GREGORY	OFFICIAL/JUDGE	\$111.50
DOMINO'S PIZZA-4359	INSTRUCTIONAL SUPPLIES	\$1,248.05
DOUG BODDICKER	OFFICIAL/JUDGE	\$202.60
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,214.50
FORRESTER RENELL	OFFICIAL/JUDGE	\$118.40
GARMENT DESIGN	INSTRUCTIONAL SUPPLIES	\$1,338.40
GRAVERT GREG	OFFICIAL/JUDGE	\$115.00
GUSTAFSON AMY	OFFICIAL/JUDGE	\$93.40
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$39.80
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$170.17
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$39.80
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$170.17

大きなない からのはある かんしん

IA - Warrants Paid Listing

<u>Criteria</u>

Date Range: 10

10/07/2016 - 10/21/2016

Vendor Name	Description	Check Total
	FEDERAL INCOME TAX WITHHOLDING	\$320.25
INTERNAL REVENUE SERVICE-9343	INSTRUCTIONAL SUPPLIES	\$1,600.00
IOWA DIRECT EQUIP & APPRAISAL	INSTRUCTIONAL SUPPLIES	\$20.15
IOWA HIGH SCHOOL ATHLETIC ASSOC		\$170.41
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$255.75
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	·
JEFF SCHNEIDERMANN	OFFICIAL/JUDGE	\$55.00 \$43.00
JEFFERSON HIGH SCHOOL	DUES AND FEES	\$42.00
JOHNSON BRADLEY DAVID	OFFICIAL/JUDGE	\$55.00
KEATING PATRICK	OFFICIAL/JUDGE	\$95.00
KENMARK, INC	INSTRUCTIONAL SUPPLIES	\$519.00
LAMPE DANA	MISC REVENUE	\$265.00
LETTER PERFECT	INSTRUCTIONAL SUPPLIES	\$259.44
LOUGHREN PATRICK	OFFICIAL/JUDGE	\$60.00
LUENSMANN ROGER	OFFICIAL/JUDGE	\$115.70
MAJOR RONALD	OFFICIAL/JUDGE	\$55.00
MARSHALLTOWN HIGH SCHOOL	DUES AND FEES	\$75.00
MCMASTER-CARR	INSTRUCTIONAL SUPPLIES	\$116.50
MEDIAQUEST SIGNS	INSTRUCTIONAL SUPPLIES	\$920.00
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$57.39
MERCY WOMEN'S CENTER	INSTRUCTIONAL SUPPLIES	\$1,594.00
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$1,803.00
MONTICELLO SPORTS	INSTRUCTIONAL SUPPLIES	\$272.00
MUSIC IN MOTION	INSTRUCTIONAL SUPPLIES	\$174.00
NHS/NASC/NASSP	DUES AND FEES	\$95.00
NORRIS CALVIN	OFFICIAL/JUDGE	\$55.00
NORTHEAST IOWA COMMUNITY COLLEGE	DUES AND FEES	\$70.00
PANTINI ANDY	OFFICIAL/JUDGE	\$100.00
PANTINI LORILYNNE	OFFICIAL/JUDGE	\$50.00
POND MIKE	OFFICIAL/JUDGE	\$55.00
PRAIRIE DANCE TEAM	DUES AND FEES	\$140.00
PRAIRIE HIGH SCHOOL	DUES AND FEES	\$70.00
RAMMELSBERG LYNAE	OFFICIAL/JUDGE	\$75.00
REITTINGER, SCOTT	OFFICIAL/JUDGE	\$95.00
RITCHIE PHIL	OFFICIAL/JUDGE	\$70.00
ROBINSON MARK	OFFICIAL/JUDGE	\$100.00
SCHRADER KEVIN	OFFICIAL/JUDGE	\$150.00
STEVEN RUCKER	OFFICIAL/JUDGE	\$60.00
STORM STEEL	INSTRUCTIONAL SUPPLIES	\$489.26
TALLCORN JAZZ FESTIVAL	INSTRUCTIONAL SUPPLIES	\$300.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$102.96
TROTT TROPHIES	INSTRUCTIONAL SUPPLIES	\$186.23
VANDEN BOSCH, DAN	OFFICIAL/JUDGE	\$75.00
VBALL GEAR	INSTRUCTIONAL SUPPLIES	\$2,204.00
	MISC REVENUE	\$265.00
VIJAY VADDADI		

IA - Warrants Paid Listing

Criteria

Date Range: 10/07/20

10/07/2016 - 10/21/2016

Fiscal Year: 2016-2017

Vendor Name

Description

Check Total

Fund: Student Store

AMY JANDA

GENERAL SUPPLIES

\$315.00

Fund Total:

\$315.00

Grand Total:

\$5,960,375.87

End of Report

Printed: 10/20/2016 2:05:22 PM Report: rptIAChecksPaidListing 2016.3.09 Page: 10



AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT

ATTN: Rick Ironside

CLIENT: Linn-Mar Community School District

2999 North 10th Street Marion, IA 52302-5499

PROJECT: Linn Mar CSD Westfield Parking Lot Reconstruction

PROJECT LOCATION: Marion, IA

DATE OF AGREEMENT: November 11, 2015

AMENDMENT NO.: 1

AMENDMENT DATE: October 5, 2016

Linn-Mar CSD and Shive-Hattery, Inc. (S-H) agree to amend the Original Agreement as follows:

PROJECT DESCRIPTION

The proposed improvements will be a reconstruction of the Westfield School parking lot.

SCOPE OF SERVICES

We will provide the following services for the project:

Easement Preparation

These services will consist of the following tasks:

Easements

- 1. Prepare Public Access Easement for Kensington Dr. NE connection.
- Prepare Public Sidewalk Easement along East Main Street frontage.
- Coordination with City of Cedar Rapids Development Review Staff for easement requirements.
- Meetings with City of Cedar Rapids Development Review Staff for review of easement exhibits.

CLIENT RESPONSIBILITIES

It will be your responsibility to provide the following:

- Identify a Project Representative with full authority to act on behalf of the Client with respect to this project. The Client Project Representative shall render decisions in a timely manner in order to avoid delays of Shive-Hattery's services.
- Legal, accounting, and insurance counseling services or other consultants, including geotechnical, or vendors that may be necessary. The Client shall coordinate these services with those services provided by Shive-Hattery.
- 3. Provide to Shive-Hattery any available drawings, survey plats, testing data and reports related to the project, either hard copy or electronic media. Electronic media is preferred.
- 4. Unless specifically included in the Scope of Services to be provided by Shive-Hattery, the Client shall furnish tests, inspections, permits and reports required by law, regulation or code including but not limited to hazardous materials, structural, mechanical, chemical, air pollution and water pollution tests.

SCHEDULE

We will begin our services upon receipt of this Agreement executed by you which will serve as a notice to proceed.

The services shall be performed in accordance with the following schedule:

1. Easements will be completed beginning of parking lot construction in May 2017.

COMPENSATION

Description	Fee Type	Fee	Estimated Expenses	Total
Easement Preparation	Fixed Fee	\$6,500	\$200	\$6,700
TOTAL		\$6,500	\$200	\$6,700°

Fee Types:

Fixed Fee - We will provide the Scope of Services for the fee amounts listed above.

Expenses:

• Estimated amount - The estimated expense amounts above will be reimbursed in accordance with our Reimbursable Expense Fee Schedule in effect at the time that the expense is incurred. We will not exceed the amounts without your prior authorization.

The terms of this proposal are valid for 30 days from the date of this proposal.

ADDITIONAL SERVICES

Unless specifically stated in the Scope of Services, any resilient design related services including areas of resistance, reliability and redundancy (i.e. flood protection, storm/tornado shelter, emergency generators, utility backup, etc.) are not included in this proposal.

The following are additional services you may require for your project. We can provide these services but they are not part of this proposal at this time.

- 1. Additional easements beyond those listed above.
- Redesign of project based on outcome of easement preparation.



AGREEMENT

When accepted by both parties, this Amendment will amend the Original Agreement and is subject to all other terms and conditions of the Original Agreement. Original, facsimile, electronic signatures or other electronic acceptance by the parties (and returned to Shive-Hattery) are deemed acceptable for binding the parties to the Amendment. The Client representative signing this Amendment warrants that he or she is authorized to enter into this Amendment on behalf of the Client.

Sincerely,	
SHIVE-HATTERY, INC.	
Low Sweet th	
Loren Hartelt, Project Manager	
lhartelt@shive-hattery.com	
AMENDMENT ACCEPTED AND	SERVICES AUTHORIZED TO PROCEED
AMENDMENT ACCEPTED AND CLIENT: Linn-Mar Community School District	SERVICES AUTHORIZED TO PROCEED
	SERVICES AUTHORIZED TO PROCEED TITLE:
CLIENT: Linn-Mar Community School District	
CLIENT: Linn-Mar Community School District BY:	



Change Order

PROJECT (Name and address):	CHANGE ORDER NUMBER: 001	OWNER:
Linn Mar Westfield Elementary	DATE: October 19, 2016	ARCHITECT: □
901 East Main Street Robins, IA 52329		CONTRACTOR:
TO CONTRACTOR (Name and address):	ARCHITECT'S PROJECT NUMBER: 152	
Larson Construction	CONTRACT DATE: March 08, 2016	OTHER:
600 17th Street SE Independence, IA 50644	CONTRACT FOR: General Construction	OHILA.
THE CONTRACT IS CHANGED AS FOLL (Include, where applicable, any undispute See attached information		sted Construction Change Directives)
See attached information		
The original Contract Sum was	Shamoo Oudow	\$ <u>2,176,000.00</u> \$ 0.00
The net change by previously authorized (The Contract Sum prior to this Change Or		\$ 2,176,000.00
The Contract Sum will be increased by thi		\$ 7,599.07
The new Contract Sum including this Cha		\$ 2,183,599.0
The Contract Time will be increased by Z The date of Substantial Completion as of		
NOTE: This Change Order does not include been authorized by Construction Change Contractor, in which case a Change Order	Directive until the cost and time have been	ime or Guaranteed Maximum Price which have n agreed upon by both the Owner and n Change Directive.
NOT VALID UNTIL SIGNED BY THE	ARCHITECT, CONTRACTOR AND O	WNER.
OPN Architects	Larson Construction	Linn Mar Community School District
ARCHITECT (Firm name)	CONTRACTOR (Firm name)	OWNER (Firm name)
200 5th Ave SE, Ste. 201	600 17th Street SE	2999 North 10th Street
Cedar Rapids, IA 52401	Independence, IA 50644	Marion, IA 52302
ADDRESS - PA	ADDRESS	ADDRESS
BY (Signature)	BY (Signature)	BY (Signature)
Michael Syatosch	Ann Schwartz	Tim Isenberg
(Typed name)	(Typed name)	(Typed name)
10.19.15 DATE	DATE	DATE

COOPERATIVE AGREEMENT BETWEEN THE IOWA DEPARTMENT OF HUMAN SERVICES DIVISION OF MEDICAL SERVICES AND

I. Introduction and Purpose

Pursuant to subchapter III of the federal Individuals with Disabilities Education Act (IDEA) local education agencies are established to furnish services as provided in 34 CFR 300.

The Department of Human Services is established pursuant to Iowa Code Chapter 217 to administer programs designed to improve the well-being and productivity of the people of the State of Iowa. Under the provisions of Iowa Code section 249A.4, the Director of the Department is responsible for the effective administration of the Medical Assistance Act which includes the program referred to as "Medicaid".

Local Education Agencies are Medicaid-eligible providers under the Medicaid State Plan which has been approved by the Centers for Medicare and Medicaid (formerly the Health Care Financing Administration). In the State of Iowa, the authority and responsibility for the administration of the Medicaid program has been delegated to the Iowa Department of Human Services, Division of Medical Services.

The purpose of this agreement is to assure the implementation of 34 CFR 300.

II. Parties to the Agreement

The parties to this agreement are the Iowa Department of Human Services (hereinafter referred to as "DHS") for the Medicaid program, and the _______ (hereinafter referred to as "LEA provider"). For the purposes of this agreement, the Director of DHS and the LEA provider Administrator are authorized to enter into agreements and make commitments which shall be binding on the operation of Medicaid and the LEA program.

III. Mutual Objective and Respective Responsibilities

The objective of this agreement is to assure that the state share of the Medicaid dollars spent on LEA-covered services is returned to DHS. The following responsibilities are therefore necessary.

The LEA provider shall bill the Medicaid fiscal agent, for services provided to Medicaid-eligible children. On a monthly basis, the LEA provider shall send

the total state share of the check(s) received from the fiscal agent to the Department of Human Services, Cashier's Office, Room 14, First Floor, Hoover State Office Building, Des Moines, Iowa 50319. The Medicaid fiscal agent will calculate the State share due from the LEA provider monthly and notify the LEA provider on Form 470-3816. Enclosed with the check to the Department shall be Form 470-3816.

IV. Outreach Activities

In addition to broad-based outreach and identification of Medicaid-eligible children, activities include informing eligible children, with special health needs, and their families about EPSDT, availability of health services and the importance of early intervention and preventive health care.

V. Restrictions on the Use of Funds

No federal appropriated funds have been paid or will be paid on behalf of the Department or the LEA provider to any person for influencing or attempting to influence an officer or employee of any federal agency, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, or the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan or cooperative agreement.

If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency, or member of Congress, or an employee of a member of Congress in connection with this contract, grant, loan or cooperative agreement, the LEA provider shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

NOTE: If disclosure forms are required, please contact: Mr. William Sexton, Deputy Director, Grants and Contracts Management Division, Room 341F, HHH Building, 200 Independence Avenue, S.W., Washington, D.C., 20201-001.

VI. Confidentiality

DHS and the LEA provider shall comply with all applicable federal and state laws and regulations regarding the confidentiality of all client records, and the information contained therein. DHS and the LEA provider also agree to obtain written consent from the client, provider, and/or authorized representative, for the release of information to any individual or entity not associated with the administration of the program.

VII. Employment Practices

- A. The LEA provider shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, or disability. The LEA provider must take affirmative action to ensure that employees, as well as applicants for employment are treated without discrimination because of their race, color, religion, sex, national origin, or disability. Such action shall include, but is not limited to, the following: employment upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. The LEA provider agrees to post in conspicuous places, available to employees and applicants for employment, notices setting for the provision of this Equal Employment Opportunity (EEO) clause.
- B. The LEA provider shall, in all solicitations or advertisement for employees, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, or disabilities, except where it relates to a bona fide occupational qualification.
- C. The LEA must comply with all provisions of Executive order #11246 dated September 24, 1965, including amendments as well as the rules, regulations and relevant orders of the Secretary of Labor.
- D. In the event of an LEA provider's non-compliance with EEO clause of the agreement or with any such rules, regulations or orders, the agreement may be terminated or suspended, and the LEA provider may be declared ineligible for further government contracts. Other sanctions may also be imposed as provided in Executive Order #11246 or by rules, regulations or other orders of the Secretary of Labor. The LEA provider must comply with all applicable conditions of Title 29 U.S. Code, section 794 (Rehabilitation Act of 1973).
- E. Title VI compliance. The LEA provider shall be in compliance with Title VI of the 1964 Civil rights Act as amended and all other federal, state, and local laws and regulations regarding the provision of services.
- F. Section 504 compliance. The LEA provider shall be in compliance with Section 504 of the Rehabilitation Act of 1973 as amended and with all federal, state and local Section 504 laws and regulations.
- G. American with Disabilities Act compliance. the LEA provider shall be in compliance with the American with disabilities Action of 1990 and with all federal, state and local laws and regulations regarding the American with Disabilities Act.
- H. Affirmative Action The LEA provider shall apply affirmative action measures appropriate to correct deficiencies or to overcome the effects of past or

present practices, policies, or other barriers to equal employment opportunities.

I. Equal Opportunity – The LEA provider shall exclude no person from the participation in or receipt of programs, activities or benefits on the grounds of race, color, creed, national origin, sex, age, religion, political belief, or physical or mental disability.

VIII. Health Insurance Portability and Accountability Act of 1996

In the event that compliance with the final HIPPA regulations necessitates an additional agreement or an amendment to this contract, the parties agree to prompt execution of said amendment upon request.

IX. General Provision

- A. The term of this agreement shall be effective from date of signature, and remain in effect unless terminated in accordance with Section **X**D of this agreement.
- B. This agreement may be amended or modified at any time by mutual agreement between the lowa Department of Human Services and the LEA provider. Any amendments or modification shall be in writing.
- C. Notices. Notices under this Contract shall be in writing and delivered to the representative of the party to receive notice (identified below) at the address of the party to receive notice as it appears below or as otherwise provided for by proper notice hereunder. The effective date for any notice under this Contract shall be the date of mailing which may be effected by certified U.S. Mail, return receipt requested, with postage prepaid thereon or by recognized overnight delivery service, such as Federal Express or UPS.
- D. Either party may terminate this Agreement, without penalty or incurring of further obligation, upon written notification to the Medicaid fiscal agent of termination of provider enrollment with a copy to the Department. The LEA provider shall be entitled to compensation for services or goods exclusive of start up costs, provided prior to and including the termination date of this agreement.

For and on be	half of the		For an	d on behalf of		
Ву:			Ву:			_
Medicaid	Director	Administrator			_	
Date				Date		_

E.

of the LEA.

This agreement shall become effective on the date this agreement has been signed by both: (1) the Medicaid Director; and, (2) the Administrator



4401 Sixth Street SW Cedar Rapids, IA 52404-4499 (319) 399-6700 lowa WATS (800) 332-8488 FAX (319) 399-6457

www.aea10.k12.ia.us

October 5, 2016

Re: State of Iowa, E-Rate Consortium Letter of Agency / Funding Years 2017-2019

Here is a bit of background: The letter of agency ("LOA") process is not new. It is a routine process which we must complete every three years, per E-rate rules. Those districts/non-public schools that must complete the LOA do so because the State of lowa pays for a circuit to their district/non-public school. This circuit is provided at no cost to the district/school since an appropriation from the lowa General Assembly covers the cost. The State is eligible to apply for E-rate discounts on those state-funded circuits.

Originally when we collected the first letters of agency (starting back in 2002), the list of districts/schools included only those with an ICN video classroom since a circuit was needed for videoconferencing. Over the years, this same circuit has provided capacity for Internet connectivity, even after districts/schools no longer use their "ICN room." Most of these circuits are actually owned by local fiber providers/phone companies and are part of multi-year leases with the State.

The LOA does not impact the E-rate filing that districts/schools do for services such as Internet, wide area networks, telephone, etc. In other words, the district/school E-rate application process stays the same as previous years.

Please process the document no later than October 28, 2016 and either mail the signed form to Kim Martin in the self-addressed, stamped envelope, scan a copy and send to kmartin@gwaea.org or fax a copy to Kim Martin at 319-399-6457.

Should anyone have questions about the LOA, please contact Pamela Pfitzenmaier Jacobs.

Sincerely,

Pam

Pamela Pfitzenmaier Jacobs, Ph.D. lowa E-rate Coordinator lowa Department of Education Grimes Office Building Des Moines, Iowa 50319 515 975 0071



STATE OF IOWA

TERRY E. BRANSTAD, GOVERNOR KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF EDUCATION RYAN M. WISE, DIRECTOR

State of Iowa E-Rate Consortium Letter of Agency (AEA, Districts, School System, and Schools)

Funding Years 2017-2019

(2017-18, 2018-19, 2019-2020 school years)

This is to confirm our agency, school district, school system, or school's participation in the **State of Iowa** E-rate Consortium for the procurement of telecommunications (digital data circuits and/or videoconferencing circuits/service), as well as all other services reasonably necessary for the procurement, provision, maintenance, and operation thereof. I hereby authorize the **State of Iowa** to submit FCC Form 470, FCC Form 471, and other E-rate forms to the Schools and Libraries Division of the Universal Service Administrative Company on behalf of our agency, school district, school system, or school.

- (a) I certify that our agency, school district, school system, or school has complied with all program rules and I acknowledge that failure to do so may result in denial of discount funding and/or cancellation of funding commitments. I acknowledge that failure to comply with program rules could result in civil or criminal prosecution by the appropriate law enforcement authorities.
- (b) I certify that I will retain required documents for a period of at least ten years after the last day of service delivered. I certify that I will retain all documents necessary to demonstrate compliance with the statute and Commission rules regarding the application for, receipt of, and delivery of services receiving schools and libraries discounts, and that if audited, I will make such records available to the Administrator. I acknowledge that I may be audited pursuant to participation in the schools and libraries program.
- (c) I certify that I am authorized to sign this Letter of Agency and, to the best of my knowledge, information, and belief, all information provided to the State of Iowa E-rate Consortium for E-rate submission is true.

Please Print:

Linn-Mar Community School District

Name of agency, school district, non-public school system*, or school)
Signature:
If you are returning this via e-mail, electronic signatures are acceptable.)
Name (Please Print):
Title:
Date:, 2016

* If signed for a non-public school system, attach a list of all schools within the system.



Letter of Commitment

Dan Terrell	TT		DTerrell@linnmar.k12.ia.us
Linn-Mar Bands			
3111 North Tenth Street			1
Marion	Iowa	L	Commitment Letter Sent
	52302		Returned
			Hadminda

This letter of commitment is to confirm our participation in the ASPIRE Institute. The ASPIRE Institute is committed to commissioning the world's finest composers to compose works for junior high/middle school and high school bands. Round one of the Institute is a five year commitment (fall 2015-fall 2020) and will result in the commissioning of 15-20 works. I understand that each member school will have the right to a world premiere performance within one year from the delivery of parts and score. All music will be delivered electronically via PDF files.

we understand the total cost of buy-in to the group is \$1,500.00 (5 yearly payments of \$300) payable to the University of Hartford ASPIRE Institute. Invoices will be issued in October of 2015 and and payment will be due on December 1, 2016.

Date	10/14/1	$egin{array}{cccccccccccccccccccccccccccccccccccc$
Band Director's Name Dan Terrell	Signature	Du Kaall
Administrator's Name	Signature	
ASPIRE Director Glen Adsit	Signature	Glen Adsit

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.
- LICENSOR'S CONTROL

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

4. USE OF THE TRADEMARK

- 4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.
- 4.2 Proper Notice and Acknowledgment. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.
- 4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.
- 4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the Trademarks, or any other use of the Trademarks by Licensee which is not expressly permitted by this Agreement.

TERMINATION

- 5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.
- 5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the

Trademark in a manner not expressly permitted by this Agreement.

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

REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

- 7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of Licensed Products by third parties.
- 7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee's rights or obligations without Licensor's prior written consent.
- 7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.
- 7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.
- 7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.
- 7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.
- 7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States postal service, or by courier service at the addresses listed below.

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: Pel Industries, Inc.
Full Name of Team/Entity: Pel Industries, Inc. (Example: LM Starz 3 rd Gr Girls' BB Team) Contact's Title/Position: Sales Manager (Example: Head Coach)
Contact's Printed Name: Lauran Mills
Contact's Signature: Sama Mulb Date Signed: 10/19/16
How to Reach Contact: Phone: 1-800-643-3055 X104
Full Address: 2001 Town West Prive
Email: Imilis@pelindustries.com Full Address: 2001 Town West Drive Rogers, AR 72756
Licensor:
Linn-Mar Community School District 2999 N 10 th 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

Exhibit A





a)



d)

b)



c)

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

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.

School Finance Report September 30, 2015

25% of the School Year Complete **Beginning Fund** Exp % Exp Balance **Balance Balance Current Budget Balance** Y-T-D Revenue This Mon Exp. Last Month Y-T-D (Budget) (Budget) (Revenues) (Fund) Exp 1) Instructional (1000-1999) \$51,825,000 \$4,776,662 \$627,918 \$6,140,86 11.8% \$45,684,133 \$26.019.000 \$1.964.713 \$1,295,930 \$4,722,193 18.1% \$21.296.807 Support Services (2000-2999) 3) Non-Instructional (3000-3999) \$56,539 \$277,800 \$4,081,000 \$209,462 6.8% \$3,803,200 4) Other Expenditures((4000-5299) \$35,916,786 \$2,493,606 \$3,332,292 \$20,117,829 24.0% w/o transf \$15,798,957 Total \$117,841,786 9,444,443 5,312,678 31,258,689 16.8% \$86,583,097 w/o transf Interfund Transfers \$26,200,952 493.603 493.603 11,480,808 43.8% \$14,720,144 \$10.405.877 \$4.763.524 \$5.634.751 \$1,594,876 \$7,971,344 68.445.442 Operating Fund-10 \$76,416,786 10.4% (3,207,821 7.198.056 PPEL-36 \$634,294 \$226,199 \$1,258,955 2,466,045 \$3,725,000 \$3,733,684 \$49,757 33.8% (1,209,197 2,524,487 \$2,182,209 \$42,534 \$1,222,304 1,002,438 Management-22 \$1,242,000 \$21,082 \$195,173 98.4% 19,696 (1,179,771 Activity-21 \$1,400,000 \$647,290 \$479,860 \$286,861 \$74,540 \$413,011 29.5% 986,989 66,849 714,139 Nutrition-61 \$3.965.000 \$1,114,878 \$74,438 \$190.450 \$28.866 \$228.042 5.8% 3.736.958 (153.604 961.274 SAVE-33 \$10,551,014 \$693,162 406,838 16,932,158 \$1,100,000 \$7,074,306 \$619,562 \$73,600 63.0% 9,857,852 Debt Service-40 \$9.300.000 \$3,017,710 \$1,525,549 \$0 \$0 \$3,304,408 35.5% 5,995,592 (1,778,860 1,238,850 Other Capitol Projects-35 \$20,000,000 \$1,152,258 \$10,002,550 \$1,515,432 \$2,981,908 \$4,497,658 22.5% 15,502,342 5,504,892 6,657,150 PERL-24 \$543,000 \$516,196 \$3,158 \$20.651 \$112,754 \$133,406 24.6% 409.594 (130.247 385.949 Aquatic Center-65 \$140,000 \$78,258 \$35,466 \$25,660 \$24,257 \$52,99 37.9% 87,009 (17,525)60,733 \$2,599 Student Store-68 \$10,000 \$2,202 \$4,754 \$2,095 \$504 26.0% 7,401 2,155 4,356 \$29,924,868 Total \$117,841,786 \$27,532,604 \$8,950,840 \$5,312,678 \$19,777,881 16.8% 98,063,905 7,754,723 37,679,591 \$26,200,952 \$11,480,808 \$493,603 \$493,603 \$11,480,808 14,720,144 Interfund Transfers 0.0%

Cash Balances

Fiscal Year: 2015-2016 Date Range: 09/01/2015 - 09/30/2015 Increases Decreases Account Number Title **Beginning Balance** Debits Credits Cash Balance CASH IN BANK 10.0001.0000.000.0000.101000 8,457,699.76 4,597,582.16 5,712,172.56 7,343,109.36 CASH IN BANK 21.0001.0000.000.0000.101000 0.00 1,814.58 1,814.58 0.00 21.0002.0000.000.0000.101000 CASH IN BANK 789,315.05 382,445.24 482,620.56 689,139.73 CASH IN BANK 22.0006.0000.000.0000.101000 981,561.46 42,091.01 21,214.24 1,002,438.23 CASH IN BANK 24.0001.0000.000.0000.101000 0.00 2,911.36 2,911.36 0.00 24.0003.0000.000.0000.101000 CASH IN BANK 403,770.28 2,862.81 20,683.91 385,949.18 33.0000.0000.000.0000.111008 REV BOND RESERVE INVESTMENT 321,500.00 0.00 0.00 321,500.00 1.885 REV BOND RESERVE CD 33.0000.0000.000.0000.111010 1,885,000.00 0.00 0.00 1,885,000.00 1.555 RESERVE CD 33.0000.0000.000.0000.111011 694,000.00 0.00 0.00 694,000.00 938,977 RESERVE CD 33.0000.0000.000.0000.111012 944,280.80 0.00 0.00 944,280.80 33.0000.0000.000.0000.111013 2013 Reserve CD Ohnward 966,803.12 0.00 0.00 966,803.12 CASH IN BANK 33.0003.0000.000.0000.101000 1,727,316.29 120.96 1,113,164.48 614,272.77 35.0003.0000.000.0000.101000 CASH IN BANK 8,171,271.29 1,310.86 1,515,432.38 6,657,149.77 36.0003.0000.000.0000.101000 CASH IN BANK 3,116,954.13 42,232.38 634,699.74 2,524,486.77 702,863.25 40.0003.0000.000.0000.101000 CASH IN BANK 536,473.66 486.68 1,238,850.23 CASH IN BANK 61.0001.0000.000.0000.101000 0.00 79,465.45 79,465.45 0.00 CASH IN BANK 259,702.80 61.0004.0000.000.0000.101000 1,646,421.76 234,662.76 1,621,381.72 65.0001.0000.000.0000.101000 CASH IN BANK 0.00 18,863.64 18,863.64 0.00 CASH IN BANK 65.0002.0000.000.0000.101000 80,484.49 31,220.10 47,200.14 64,504.45 CASH IN BANK 68.0002.0000.000.0000.101000 1,992.66 4,459.00 2,095.29 4,356.37 5,978,515.97 26,957,222.50 30,891,234.34 9,912,527.81

End of Report

Printed: 10/14/2015 2:16:26 PM Report: rptGLCashBalances 2015.3.07 Page:

School Finance Report September 30, 2016

25% of the School Year Complete **Beginning Fund** Exp % Exp Balance **Balance Balance Current Budget Balance** Y-T-D Revenue This Mon Exp. Last Month Y-T-D (Budget) (Budget) (Revenues) (Fund) Exp 1) Instructional (1000-1999) \$54,600,000 \$4,190,024 \$1,284,917 \$6,199,92 11.4% \$48,400,077 \$26,900,000 \$1,967,786 \$1.525.226 \$4,920,346 18.3% \$21.979.654 Support Services (2000-2999) 3) Non-Instructional (3000-3999) \$254,322 \$3,838,000 \$63,598 \$338,28 8.8% \$3,499,719 4) Other Expenditures ((4000-5299) \$25,395,416 \$1,760,868 \$2,853,640 \$9,933,420 33.3% \$15,461,996 w/o transf Total \$110,733,416 8,172,999 5,727,380 21,391,970 18.0% \$89,341,446 w/o transf Interfund Transfers \$7,161,226 495,935 495.935 \$1,487,806 20.8% \$5,673,420 \$80.197.783 \$10.126.244 \$6,170,077 \$6,175,441 \$2.052.410 \$9.262.208 70.935.575 (3.092.132) Operating Fund-10 11.5% 7.034.112 \$555,799 \$156,964 \$208,032 Activity-21 \$1,375,000 \$323,144 \$48,741 15.1% 1,166,968 115,112 670,911 \$172,477 4,566 889,259 Management-22 \$1,145,000 \$2,013,570 \$16,123 \$51,870 \$1,140,434 99.6% (1,124,311 PERL-24 \$423,000 \$320,776 \$4,673 \$35,140 \$52,107 12.3% 370,893 (47,434)273,342 \$16,967 (1,558,492 SAVE-33 \$1.825.000 \$7,031,752 \$585.673 \$517.521 \$1,130,707 \$2,144,164 117.5% (319.164) 5.473.261 \$1,276,435 \$4,957,033 \$490,046 \$1,767,415 3,232,585 Other Capitol Projects-35 \$5,000,000 \$2,350 35.3% (1,765,066 3,191,967 PPEL-36 \$5,860,000 \$3,478,709 \$111,024 \$500,455 \$946,838 \$1,905,763 32.5% 3.954.237 (1,794,739 1,683,969 Debt Service-40 \$11,022,633 \$4,236,478 \$1,557,826 \$0 \$0 \$4,563,116 41.4% 6,459,517 (3,005,290 1,231,187 Nutrition-61 \$3.585.000 \$1,153,321 \$90.021 \$251.060 \$35.782 \$297.211 8.3% 3.287.789 (207.190)946.131 Aguatic Center-65 \$275,000 \$136,654 \$35,373 \$11,855 \$28,402 \$50,250 18.3% 224,750 (14,877 121,777 23.732 Student Store-68 \$25,000 \$1,811 \$11,005 \$820 \$448 \$1,268 5.1% 9,737 11,548 Total \$110,733,416 \$34,012,147 \$8,907,288 \$8,172,999 \$5,727,380 \$21,391,970 19.3% 89,341,446 (12,484,682) 21,527,464 \$7,161,226 \$1,487,806 \$495,935 \$495,935 \$1,487,506 5,673,720 Interfund Transfers 0.0%

Cash Balances

scal Year: 2016-2017 Date Range: 09/01/2016 - 09/3		/2016 - 09/30/2016	Increases	Decreases		
Account Number	Title	Beginning Balance	Debits	Credits	Cash Balance	
10.0001.0000.000.0000.101000	CASH IN BANK	7,942,492.11	4,989,898.08	6,016,022.21	6,916,367.98	
10.0002.0000.000.0000.101000	CASH IN BANK	2,500.88	1.19	0.00	2,502.07	
21.0001.0000.000.0000.101000	CASH IN BANK	(116.56)	9,884.66	9,768.10	0.00	
21.0002.0000.000.0000.101000	CASH IN BANK	719,307.98	296,724.67	356,828.38	659,204.27	
22.0006.0000.000.0000.101000	CASH IN BANK	925,351.97	45,773.32	81,866.06	889,259.23	
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	3,013.43	3,013.43	0.00	
24.0003.0000.000.0000.101000	CASH IN BANK	285,787.18	4,541.28	16,967.43	273,361.03	
33.0000.0000.000.0000.111008	REV BOND RESERVE INVESTMENT	321,500.00	0.00	0.00	321,500.00	
33.0000.0000.000.0000.111010	1.885 REV BOND RESERVE CD	1,885,000.00	0.00	0.00	1,885,000.00	
33.0000.0000.000.0000.111011	1.555 RESERVE CD	694,000.00	0.00	0.00	694,000.00	
33.0000.0000.000.0000.111012	938,977 RESERVE CD	944,280.80	0.00	0.00	944,280.80	
33.0000.0000.000.0000.111013	2013 Reserve CD Ohnward	966,803.12	0.00	0.00	966,803.12	
33.0003.0000.000.0000.101000	CASH IN BANK	556,945.12	585,336.61	517,521.22	624,760.51	
35.0003.0000.000.0000.101000	CASH IN BANK	3,681,402.82	610.57	490,046.02	3,191,967.37	
36.0003.0000.000.0000.101000	CASH IN BANK	2,115,900.58	71,535.40	503,466.53	1,683,969.45	
40.0003.0000.000.0000.101000	CASH IN BANK	665,528.18	565,658.98	0.00	1,231,187.16	
61.0001.0000.000.0000.101000	CASH IN BANK	6,344.70	119,439.84	125,784.54	0.00	
61.0004.0000.000.0000.101000	CASH IN BANK	1,710,563.21	216,270.94	554,551.36	1,372,282.79	
65.0001.0000.000.0000.101000	CASH IN BANK	(10,017.11)	19,737.50	9,720.39	0.00	
65.0002.0000.000.0000.101000	CASH IN BANK	114,405.98	8,608.75	22,012.21	101,002.52	
88.0002.0000.000.0000.101000	CASH IN BANK	1,717.65	10,950.18	820.33	11,847.50	
		23,529,698.61	6,947,985.40	8,708,388.21	21,769,295.80	

End of Report

 Printed:
 10/12/2016
 10:02:08 AM
 Report:
 rptGLCashBalances
 2016.3.09
 Page: