

**School Board
Work Session Minutes
January 28, 2019**

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 5:01 PM in the media center of Oak Ridge Middle School. Roll was taken to determine a quorum.

Present: AbouAssaly, Isenberg, Lausen, Nelson, Wall and Weaver. Mehaffey present at 5:21 PM.

200: Adoption of the Agenda *Motion 110-01-28*

Motion by Weaver to adopt the agenda as presented, second by Wall. Voice vote, all ayes. Motion carried.

300: Work Session

301: Middle School Feature Night – Exhibit 301.1

Director of Middle School Teaching & Learning Erica Rausch and Middle School Principals Travis Axeen and John Christian presented information on middle school continuum of learning, student-led conferences, High Reliability Schools, 1:1 initiative, and Senate File 2318. Senate File 2318 states that any student at any grade that completes a high school level course should receive credit for the course, GPA is a local decision, and courses need to be taught by correctly licensed staff. Special thanks to Mrs. Kim Sleezer, Excelsior Middle School Teacher, and her daughter, Addie, for acting out a student-led conference.

400: Adjournment *Motion 111-01-28*

Motion by AbouAssaly to adjourn the work session at 6:31PM, second by Lausen. Voice vote, all ayes. Motion carried.

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer

Middle School Board Presentation

1.28.19





Agenda

- Review of the Middle Level Continuum of Learning
- Student Led Conferences
- High Reliability Schools
- 1-1
- Review of Senate File 2318

Past...
Present...
Future...





Past... (All work was focused on the outcome of Standards Based Grading)

- 14-15 School Year
 - Worked to choose priority standards
 - Used standards to identify essential learning outcomes
 - Started work on writing common post assessments aligned to essential learning outcomes
 - Started to use classroom data to work with students on interventions
- 15-16 School Year
 - Created common proficiency scales based on priority standards
 - Started conversations around common scoring
 - New science standards adopted, four-year implementation plan
- 16-17 School Year
 - Continued work on the past years
 - Started to use classroom data for intentional intervention and enrichment during core learning time as well as during FLEX and IExcel time
- 17-18 School Year
 - Review of all common assessments to assure they were common between middle schools
 - Begin to work on common scoring guides
 - Write proficiency scales for any new priority standards
 - New standards for Fine Arts
 - Begin reporting out on standards



Present...

- 18-19 School Year
 - New Social Studies standards, start to prioritize the new standards
 - Full implementation of new science standards
 - State adoption of new PE/Health standards this spring
 - State mandated implementation of FAST testing in 6th grade
 - Continued work with new Fine Arts standards
 - Review of current scales, make sure all on the same template
 - Continued PLC conversations between buildings on common assessments
 - Able to do this work with the content facilitators through Teacher Leadership
 - Begin student led conferences



Future... (with the vision of 7th and 8th grade middle schools and 1-1)

- 19-20
 - Continue the assurance of a guaranteed, viable curriculum through common priority standards, with common proficiency scales, and common summative assessments
 - Look at OER resources for any new curriculum adoptions
 - Professional development for any new curriculum changes
 - Professional development for teachers to redesign units to include tech tools where appropriate with the upcoming 1-1 initiative
 - Professional development for teachers on how to use the new platform of Unified Classroom to make their content digital
- 20-21
 - Restructure of the middle school to only house 7th and 8th grade students
 - Continue professional development for teachers to redesign units to include tech tools where appropriate
 - Continue professional development for teachers to make their content digital
 - Continue professional development on any new curriculum
 - Continue the assurance of a guaranteed, viable curriculum through priority standards with common proficiency scales, and common summative assessments

Student Led Conferences





Student Led Conferences (SLC)

Traditional

- Students rarely involved in the process
- Students left to wonder what is being said behind their backs
- Students worry about the misdeeds that will be reported
- Little focus on development of confident, self-directed learners

Student Led

- Students are the center of the process
- Students guide the conversation
- Students share what gets in the way of their learning
- Focus is on the development of confident, self-directed learners



SLC

OCM

Communicate with parents

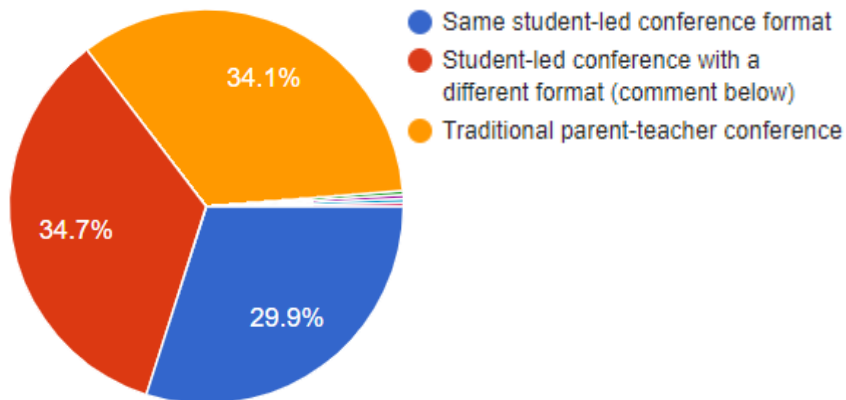
Setup on conference nights



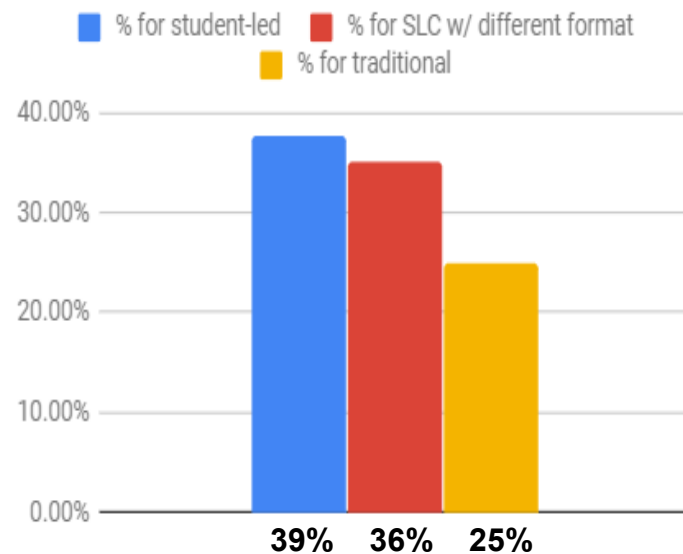
SLC Demo

- Student led conference involving the Sleezer family

SLC Survey Data, Attendance, and Next Steps



93.2% of parents attended SLC



95.4% of Parents attended SLC



SLC Survey Data and Next Steps



Q&A

Student Led Conferences



High Reliability Schools



Introduction to HRS

HIGH RELIABILITY SCHOOLS

Level 5	Competency-Based Education
Level 4	Standards-Referenced Reporting
Level 3	Guaranteed and Viable Curriculum
Level 2	Effective Teaching in Every Classroom
Level 1	Safe and Collaborative Culture



HRS- Level 1

Safe and Collaborative Culture

- ☐ School environment is safe and orderly (staff, students, and parents)
- ☐ Teachers have formal roles in decision making process
- ☐ Teacher teams collaborate regularly to address common issues



Introduction to HRS

- ❑ **Leading Indicators** = show what a school should work on to achieve a high reliability level (they provide proof)
- ❑ **Lagging Indicators** = are the evidence a school gives to validate its achievement



Introduction to HRS

□ Surveys



Q&A High Reliability Schools



1-1



Where is it already happening?

- Science
- PLTW



What could it look like?

- More student autonomy
- More student collaboration
- More time for the teacher and one on one student interactions or small group teacher/student collaboration
- Students are able to stay caught up on school work even if they miss school
- Equal access to devices for all teachers
- Access to digital tools for all students



Awareness of next steps...

- Lesson planning
- Unit design plan
- Teachers/model good practice
- TICS help with implementation and ongoing implementation
- Professional development time devoted to 1-1 implementation

Q&A 1-1

Senate File 2318





Senate File 2318 Highlights

- Any student, at any grade that completes a high-school level course should receive credit for that course
- GPA is a local decision
- Courses need to be taught by correctly licensed staff

What courses do we have that fall under the new guidelines?

- Algebra and Geometry are both taught at middle school and are high school courses.
- French 1 and Spanish 1 are both taught at middle school and are high school courses.
 - We will assign a grade for GPA purposes, using high school grading practices
 - In the fall, all staff that teach such courses will be correctly licensed for their courses.



Next Steps

- Middle and high school Math and Foreign Language have begun collaboration.
- The courses will be high school courses that we provide at the middle school.
- Communication will be shared with 7th grade parents for 8th grade.
- Communication will be shared with any parent of a student beginning Pre-Algebra, Algebra, or Geometry.
- Ongoing work to make sure all courses align:
 - Common priority standards
 - Common learning targets
 - Common assessments



Any Final Questions?

LINN-MAR COMMUNITY SCHOOL DISTRICT FY2020 PRELIMINARY BUDGET DISCUSSION



Purposes of Certified Budget:

1. Establish a maximum tax rate
2. Establish an estimate of budget year expenditures

Tentative Process/Timeline:

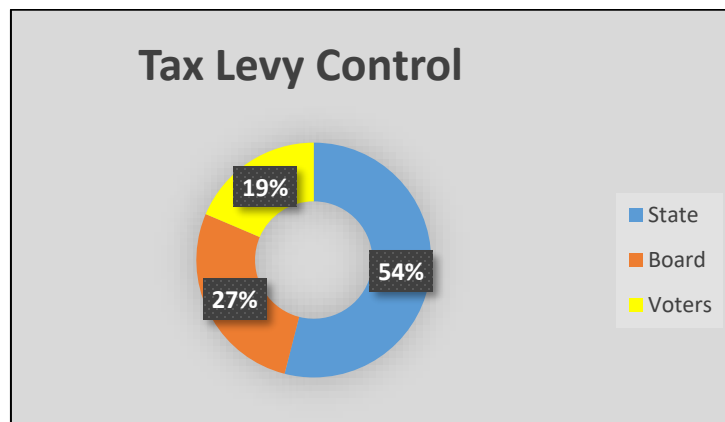
- | | |
|-------------------------|---|
| • January 28, 2019 | Report known budget variables and assumptions to Board |
| • February – March 2019 | Development of budget; monitor legislative progress |
| • March 11, 2019 | Budget Presentation and establishment of proposed budget hearing |
| • March 28, 2019 | Publish proposed budget in Marion Times |
| • April 8, 2019 | Public hearing, budget presentation, and board adoption of certified budget |
| • By April 15, 2019 | File budget with the Iowa Department of Management and County Auditor |

Budget Variables and Assumptions:

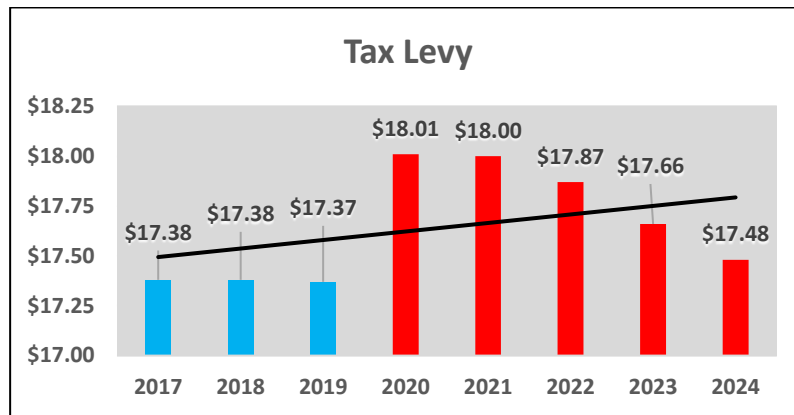
- 1. The District will be mindful of the property tax rate and the amount of tax support being asked from community patrons to support District programming.***

From 2009 to 2015 the tax levy rate steadily decreased from \$20.40 to \$17.00 per \$1,000 of valuation, but inadequate state funding and low property valuation growth lead to a slight levy increase in 2016 to \$17.38 per \$1,000 of valuation. The overall tax levy has remained at this level four years running. Statewide, the highest district tax rate for FY2019 is \$21.53 (Perry) and the lowest is \$8.15 (Remsen-Union). Note that approximately 80% of school districts in the State use some sort of income surtax, which reduces their overall tax levy. Linn-Mar does not apply an income surtax to its patrons.

The total tax levy is comprised of several different funds; General, Management, PPEL, PERL, and Debt Service. Although some people may assume that the Board has sole control of whether or not the tax levy increases or decreases, the reality is that this is not true. For example, the General Fund levy is primarily formula driven, which is controlled by the State of Iowa. Other levies such as PPEL and PERL were authorized by voters within the District. For FY2019 the tax levy control can be broken down as follows:



In most years the taxation objective when possible is to keep rates stable for district patrons. However, in the Fall of 2018 patrons approved a \$55 million general obligation bond that included an increase in the overall district tax levy. The 5-year tax levy projections are as follows:



2. The District's property tax base continues to grow, but the District is still considered a "property poor" school district in Iowa.

The FY2020 budget taxable valuations are based upon January 2018 assessments. For FY2020 the total growth in valuation was 4.36%. This compares to the 5-year average total annual growth rate of 4.14%.

For FY2020 the Non-TIF taxable valuation growth is 5.00% and the TIF valuation growth is negative 8.28%. This compares to 5-year average growth rates of 3.79% and 17.93% respectively. The chart below summarizes the FY2020 valuations:

Budget Year	Non-TIF Taxable Valuation	TIF Valuation	Total Value
FY2019	\$2,079,795,400	\$104,460,128	\$2,184,255,528
FY2020	\$2,183,750,380	\$95,814,283	\$2,279,564,663
% Change	5.00%	-8.28%	4.36%

Taxable valuation growth for FY2020 increased due to steady residential (5.2% growth) and commercial (2.4%) development within the District. Note that from FY2015 to FY2017 the District's tax base growth had slowed in part by the Property Tax Reform measures that the Iowa Legislature passed in 2013. From this legislation the commercial and industrial (C&I) property rollback decreased from 100% to 95% for the FY2015 budget, and decreased again from 95% to 90% for the FY2016 budget cycle. This rollback is expected to remain at the 90% level for FY2020 and future years.

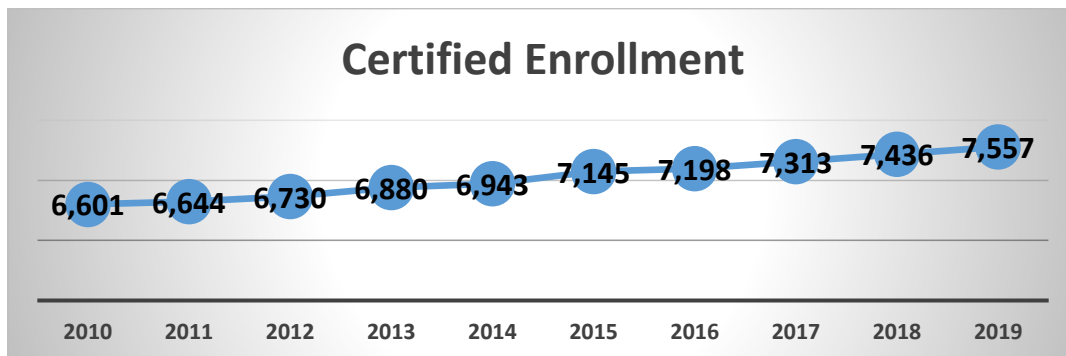
Also, as part of the legislation a new multi-residential property classification was created whereby this property rollback would incrementally decrease year to year until it matched the residential rollback. Prior to the legislation the rollback was at 100%, but for FY2020 the rollback for multi-residential property is now at 75%.

Over the last several years enacted tax increment financing property within the District has expanded. **The impact of the \$95.8 million TIF property on the District's overall tax levy is estimated at \$0.25 to \$0.35 per \$1,000 of valuation.**

For FY2019 Linn-Mar ranks 14th in the state for overall taxable valuation. However, on a per pupil basis we rank 276th in the state with a valuation per pupil of \$279,685. The state average for taxable valuation per student is \$345,229. Because Linn-Mar is considered a property poor district, its general fund levy tends to be higher than average because it has to “work harder” to generate the same amount of funding as compared to a property rich district.

3. The Iowa school aid formula for K-12 schools primarily pupil driven. As a result, accurate annual enrollment projections are vital to the budgeting process.

Linn-Mar is fortunate to be a district that has experienced enrollment growth over the past several years. The chart below shows that over the last 10 years certified enrollment has grown by about 950 students.



The District uses resources such as the Iowa Department of Education and RSP Associates, a demographer, to assist in predicting future enrollment. Although these resources have been helpful to a certain extent, Linn-Mar's enrollment has proven to be difficult to predict accurately. In order to prepare a five-year budget projection, it will be assumed that certified enrollment will grow by 100 students each year as follows:

Budget Year	2020	2021	2022	2023	2024
Certified Enrollment	7,557	7,657	7,757	7,857	7,957

4. Supplemental state aid (formerly allowable growth) is legislatively set each year and is the primary source of revenue the District requires to deliver the educational program.

Growth in the District Regular Program District Cost, which is a function of student enrollment growth and state percent of growth, is a significant funding stream within the General Fund. The State Legislature is tasked with setting supplemental state aid each year. For the FY2019 budget year SSA was established at 1.00%.

Recently the Iowa Legislative Services Agency released a preliminary summary of the Governor's FY2020 Budget Recommendations. This document specifies a 2.3% growth rate for FY2020. It should be noted that state growth rate has averaged 1.73% over the last nine years, which are some of the lowest growth rates on record since the school aid formula was introduced over 45 years ago.

With enrollment growth of 121 students, the following increase (also called "new money") in Regular Program District Cost can be projected depending on where the Legislature sets the state percent of growth:

State % of Growth	Linn-Mar Growth (%)	Linn-Mar Growth (\$)
0%	1.62%	\$ 811,688
1%	2.69%	\$ 1,348,214
1.5%	3.14%	\$ 1,574,915
2%	3.66%	\$ 1,831,843
3%	4.67%	\$ 2,338,141
4%	5.68%	\$ 2,844,440

The Governor's recommendation is a starting point for the state percent of growth. There is cautious optimism that SSA% for FY2020 will be set within 30 days of the Governor's recommended budget. For the purpose of projecting the 5-year budget, the following parameters will be assumed:

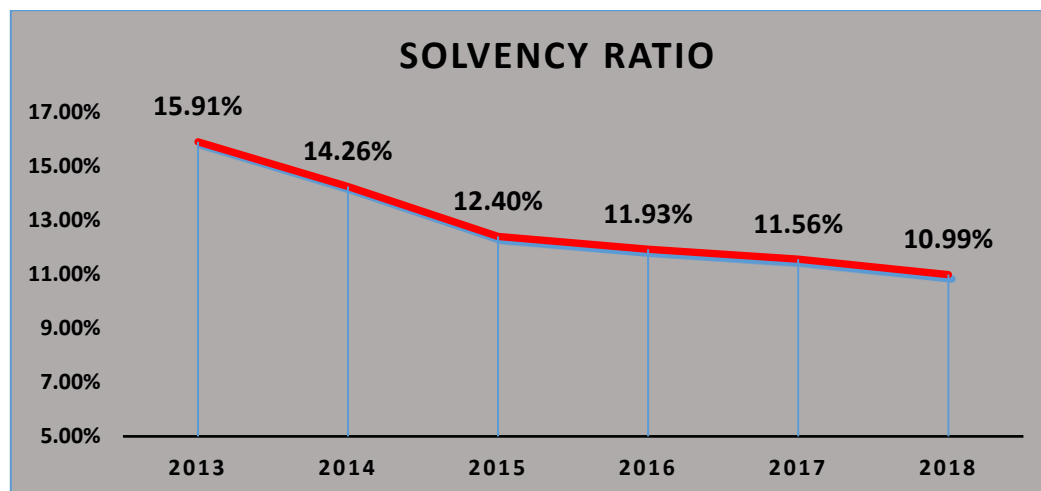
Fiscal Year	2020	2021	2022	2023	2024
State Percent of Growth Rate	1.75%	1.75%	1.75%	1.75%	1.75%

5. ***The cash reserve levy will be used to backfill resources expended for certain unfunded mandates, under-funded mandates, and board approved allowable growth items. The cash reserve levy will also be used to ensure that General Fund cash reserves are equal to or exceed the financial metrics as stated in Board policy 801.4.***

The cash reserve levy, of which the Board controls, is divided into two parts. First, the SBRC cash reserve levy portion includes items that the Board has requested modified allowable growth (additional spending authority) and that the School Budget Review Committee has subsequently approved. Examples of these items include the special education deficit, ELL deficit, and on-time funding for enrollment growth. The table below shows the FY2018 SBRC cash reserve levy compared to the tentative FY2019 SBRC cash reserve levy:

	2019	2020	Difference
Special Education Deficit	\$ 2,322,814	\$ 2,728,721	\$ 405,907
ELL Deficit	\$ 181,654	\$ 219,466	\$ 37,812
Increasing Enrollment Growth	\$ 824,061	\$ 811,688	\$ (12,373)
Open Enrollment Out Growth	\$ 179,275	\$ 381,847	\$ 202,572
Limited English Proficiency Growth	\$ 13,197	\$ 20,747	\$ 7,550
Total SBRC Cash Levy	\$ 3,521,001	\$ 4,162,469	\$ 641,468

The other portion of the cash reserve levy is referred to as the regular or other cash reserve levy. This part of the levy is used to ensure the District's has an adequate cash reserve balance and helps to maintain an appropriate solvency ratio. Also, with the two new intermediate buildings coming online in the Fall of 2020 the district must consider the budget implications for additional costs such as staffing, utilities, supplies, etc. Iowa Association of School Boards recommends a target solvency ratio of 5% - 15%. Our Board policy sets forth that the solvency ratio will not fall below 7%. The District's financial solvency ratio for the last five years is as follows:



The FY2019 solvency ratio is projected to be 10%, which is a decrease from the previous year. Although the current solvency ratio falls within IASB targets and above the 7% Board policy, the decreasing solvency trend cannot be ignored. The primary reason for the negative trend is that the supplemental state aid growth of 2% or less has not been able to keep pace with inflationary costs of 3-4%, plus the additional needs for a growing district. In order to mitigate this declining trend and expected low growth rates, the Board will likely have to consider 1) utilizing the cash reserve levy and/or 2) implementing operational efficiency measures, which may include budget reductions.

6. *Expenditure categories within the General Fund are influenced by many factors including student growth pressure and market based inflationary trends.*

As is the case for any school district in Iowa, salaries and benefits costs are the single largest expense in the General Fund. Approximately 82% of the costs in our General Fund can be attributed to personnel. Such items that impact personnel costs are IPERS contribution rates, medical and other insurance renewal rates, and additional staffing due to enrollment growth. At Linn-Mar, there are five bargaining groups that the District negotiates with; LMEA, SEIU, LMSEAA, bus drivers, and part-time nutrition services. Prior to FY2018, salaries and benefits increased 3.5% - 4.5% on average each year. However, changes made to Iowa Chapter 20 Collective Bargaining laws in February 2017 have significantly reduced the mandatory subjects of bargaining. Due to these changes it is anticipated that moving forward increases in salaries and benefits will trend similar to the percentage of “new money” the District receives each year. Note that non-personnel expenditures (e.g. supplies, utilities, equipment, etc.) have increased about 3% annually over the last several years.

7. *Other District Tax Supported Funds:*

- **Physical Plant and Equipment Levy (PPEL):**

On April 1, 2014 voters extended the voted PPEL 10-years (expires June 30, 2025). This \$1.34 levy combined with the board approved \$.33 PPEL levy (\$1.67 total) is expected to generate approximately \$3.7 million in FY2020.

Major expenditures from this fund in FY2020 include bus replacement purchases, historical building refurbishments, security enhancements, PPEL notes (from high school renovation) payment, small capital improvements, other preventative maintenance, and equipment costs.

- **Public Education and Recreation Levy (PERL):**

This \$.135 levy is expected to generate approximately \$290,000 in FY2020.

Expenditures from this fund are expected to include playgrounds maintenance, a portion of Community Education staffing costs, and other grounds upkeep costs. The next large capital project slated for PERL is a running track near the Oak Ridge campus.

- **Sales Tax (LOST) Fund**

Based on the District's current certified enrollment of 7,557 and an estimate of \$1,016 per student (assumes no change from FY2019), the projected revenue for FY2020 is \$7.5 million. Approximately \$5 million of these funds are committed to principal and interest payments of outstanding revenue bonds, \$1.5 million committed toward the District technology plan, and another \$1 million for capital projects.

- **Debt Service Fund**

It is anticipated that the District will have \$73 million of outstanding general obligation debt as of June 30, 2019. For FY2020, it is projected that the District will need approximately \$5.5 million in taxes to service this amount. The debt service levy for FY2019 is \$1.65 and this levy is expected to increase to \$2.45 as a result of the additional GO bonds.

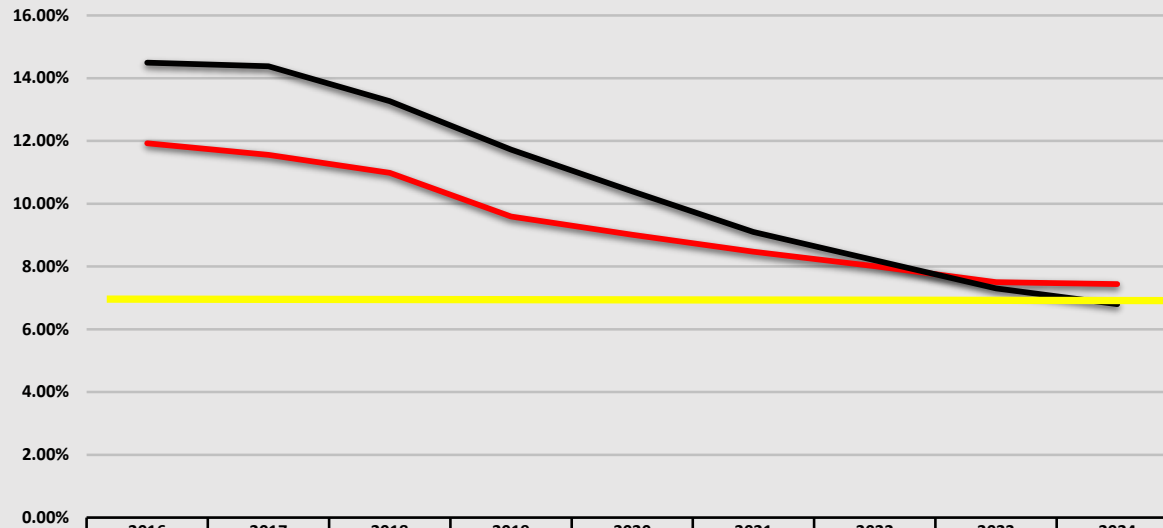
- **Management Fund**

Primary expenditures from the Management Fund include property/liability insurance, workers compensation, unemployment costs, and early separation. The management fund tax levy for FY2019 is \$.50 and it is anticipated that this levy will be lowered in FY2020 to around \$.40 to help mitigate the impact to the overall tax levy.

Important Definitions:

- ✓ Maximum spending authority – the maximum amount authorized under the school funding formula for a school district to spend on its general fund budget for a fiscal year. It includes the sum of the combined district cost, pre-school funding, instructional support levy, educational improvement funds, miscellaneous income, modified allowable growth and prior year unspent balance. **Iowa Code §257.7.**
- ✓ Combined district cost – the major element of a school district's authorized spending authority. Primarily, it is determined by multiplying the district cost per pupil by the number of pupils in the school district, plus the special weightings for the district. It is funded by state foundation aid, the uniform levy, the additional levy, and supplemental state aid. It is often referred to as controlled budget. **Iowa Code§257.1,.4.**
- ✓ Unspent balance (also known as unspent authorized budget) – the amount of the maximum spending authority (maximum authorized budget) not expended during the fiscal year. This includes previous year's accumulation of unexpended total spending authority. It is a measure created by statute to determine if a school district has exceeded its total spending authority in a given fiscal year. It is an element of total maximum spending authority. **Iowa Code §257.7(1).**
- ✓ Solvency ratio – provides a picture at fiscal year-end of the financial health of a school district and represents the percent of the district's available funding. It is calculated by dividing the unassigned and assigned general fund balance by the general fund actual/total revenue of the school district for the fiscal year less the district's AEA flow-through funding.

Linn-Mar Financial Ratios



	2016	2017	2018	2019	2020	2021	2022	2023	2024
— Solvency Ratio	11.93%	11.56%	10.99%	9.59%	9.01%	8.47%	8.01%	7.50%	7.44%
— UAB Ratio	14.5%	14.4%	13.3%	11.7%	10.4%	9.1%	8.2%	7.3%	6.8%

Assumptions:

Annual Enrollment Growth	+	100
Supplemental State %		1.75%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

Calculations:

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

(Assigned + Unassigned Fund Balance)
(Total General Fund Revenue - AEA Flowthrough)

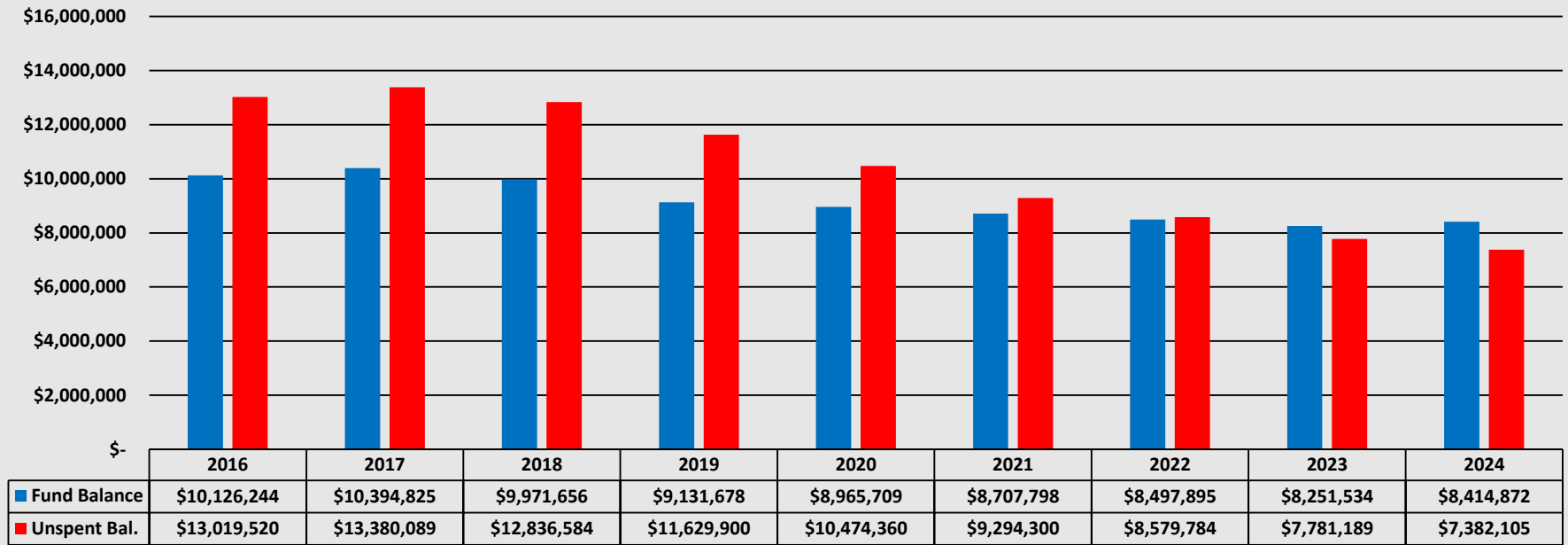
Target = 5%- 15%

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

Unspent Authorized Budget
Maximum Authorized Budget

Target = 5%- 15%

Linn-Mar Fund Balance & Unspent Balance



Assumptions:

Annual Enrollment Growth	+	100
Supplemental State %		1.75%
Salaries/Benefits Inflation %		3.0%
Non-Staffing Inflation %		3.0%

Cabinet Updates: January 28, 2019

[Click here to refer to the Strategic Plan](#)



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

Finance/Audit Committee Update: The January 24th meeting discussion included:

- Review of December 2018 monthly financial reports
- Bid and construction schedules for the Bowman Woods pods remodel project and the Wilkins roof replacement project
- Review of the FY2020 certified budget assumptions and preliminary five-year projection. This will be presented to the entire board on January 28th. It was noted that the board will have to approve a resolution in March for a pre-debt service levy related to the \$45 million bond issuance slated for July. Since this transaction will close after the budget is certified, it makes the pre-debt service levy resolution necessary for FY2020.
- Discussion of the timeline for the upcoming bond issuance. The remaining \$45 million related to the intermediate buildings will be issued along with a \$10 million refinance for a total of \$55 million. The refinance is expected to save the district approximately \$400-\$500K.
- Nineteen staff members took advantage of the early separation packages resulting in an approximate total cost of \$680K, which will be paid out over two years. Estimated savings from early separation is expected to be about \$500K.

Professional Learning Update January 21, 2019: Thank you to our directors and associate directors for planning another engaging and meaningful professional learning day! Professional learning for our teachers/staff is the most important thing we can do for school improvement.

Linked agendas for each level below.

- [Elementary PD Schedule](#)
- [Middle Level PD Schedule](#)
- [High School PD Schedule](#)

District Achievements and Honors

Teacher of the Week: Congratulations to Mrs. Shelly Jelinek, Kindergarten Teacher at Echo Hill Elementary, for being named KHAK Teacher of the Week!.



Community Outreach: Congratulations to girls' basketball for hosting the annual Alzheimer's Awareness game against Iowa City High on January 15th! Raffle tickets were sold for \$1/each with 100% of the proceeds going to the Alzheimer's Association.



Supernova: Congratulations to all of our show choirs and directors for their wonderful performances during Supernova on January 12th!

Special Olympics Winter Games:

Congratulations to our 12 athletes, their teachers, and the support staff who participated in the 2019 Special Olympics Winter Games in Dubuque on January 14-15.



Night of Speech: Congratulations to all of the students who performed during the January 15th Night of Speech! Students performed in the areas of choral reading, one act play, Readers Theater, group mime, individual mime, short film, improvisation, television news broadcasting, radio news broadcasting, and ensemble acting.



Student Newspaper: Congratulations to the students and staff on their work preparing, editing, and publishing the Linn-Mar High School student newspaper entitled, *Linn-Mar Life*. Be sure to check it out today! [Click here to view the latest edition of *Linn-Mar Life*.](#)



Lego League State Tourney: Congratulations to Excelsior Black for placing first in Robot Design during the state FLL tournament! Megan Graves won the Young Female in Engineering Award as well!!! A huge thank you to Mr. Wynkoop and Mr. Pierson for coaching the teams to their unprecedented success and congratulations to Mr. Pierson for being name the FLL Mentor Coach of the Year! Congrats also go out to the Oak Ridge Lego Blasters for placing second in Project Innovation!

Geography Bee: Congratulations to Ethan Crawford for winning the school geography bee and representing Excelsior Middle School in the state finals!

Music Award: Congratulations to Jacquelyn Anderson, Excelsior student, for winning a scholarship to the Marion Music Academy and to her vocal instruction, Ms. Klein.

BOWMAN WOODS ELEMENTARY CLASSROOM RENOVATIONS

Linn-Mar Community School District
151 Boyson Road NE, Cedar Rapids, IA 52402

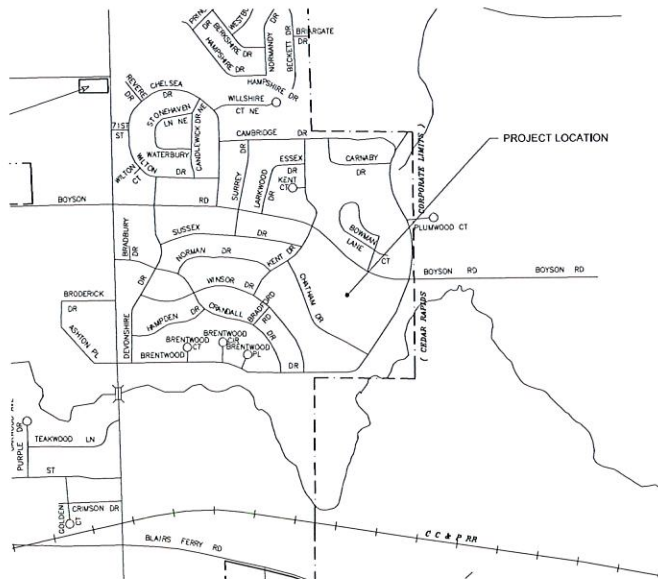


Exhibit 601.1

SHIVE-HATTERY
ARCHITECTURAL-ENGINEERING
151 Boyson Road NE, Cedar Rapids, Iowa 52402
Phone: 319.244.1111
Fax: 319.244.1112
www.shive-hattery.com



PROJECT LOCATION MAP



SHEET INDEX

GENERAL

- G000 COVER SHEET
- G101 CODE PLAN

ARCHITECTURAL

- AD01 DEMOLITION FLOOR PLAN - AREAS A AND B
- AD02 DEMOLITION FLOOR PLAN - AREAS C, D AND F
- A101 FINISH FLOOR PLAN
- A131 REFLECTED CEILING FLOOR PLAN - AREAS A AND B
- A132 REFLECTED CEILING FLOOR PLAN - AREAS C, D AND F
- A201 CASEWORK ELEVATIONS AND DETAILS

ELECTRICAL

- ED01 FIRST FLOOR ELECTRICAL DEMOLITION PLAN
- E101 FIRST FLOOR LIGHTING PLAN
- E201 FIRST FLOOR POWER AND COMMUNICATIONS PLAN
- E301 FIRE ALARM AND INTERCOM/PAGING PLAN
- E501 ELECTRICAL NOTES, SYMBOLS, SCHEDULES, AND DETAILS

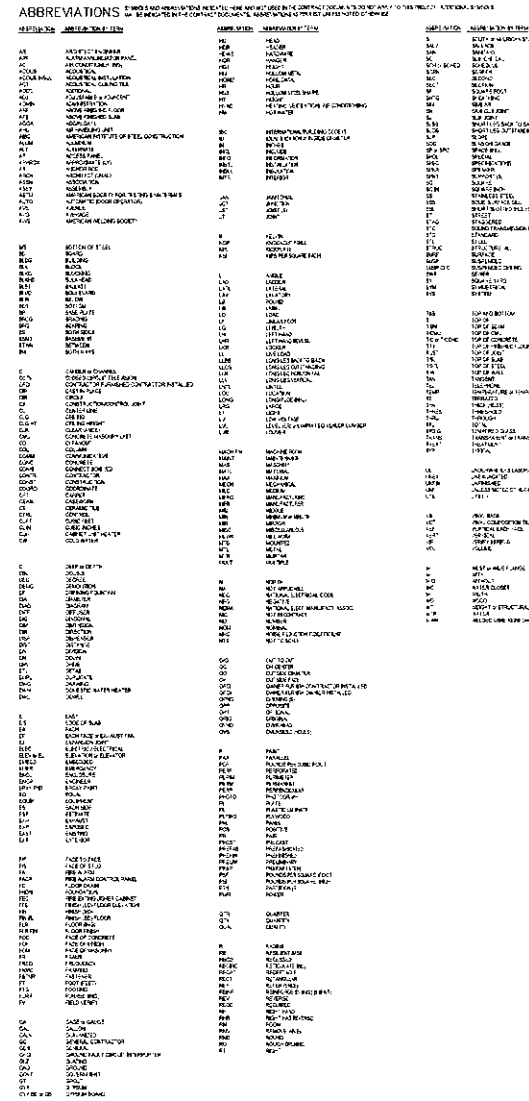
<p>I, <u>Shive-Hattery</u>, certify that the portion of this document which is my design or that which I supervised and sealed is my original work and that I am a duly licensed professional engineer under the laws of the State of Iowa.</p> <p>Project Name: <u>Bowman Woods Elementary Classroom Renovations</u></p> <p>Project Number: <u>1125090</u></p> <p>Professional Engineer Seal: <u>Shive-Hattery</u></p>	<p>I, <u>Shive-Hattery</u>, certify that this engineering document was prepared by me or under my direct supervision and that I am a duly licensed professional engineer under the laws of the State of Iowa.</p> <p>Project Name: <u>Bowman Woods Elementary Classroom Renovations</u></p> <p>Project Number: <u>1125090</u></p> <p>Professional Engineer Seal: <u>Shive-Hattery</u></p>
---	---

BOWMAN WOODS ELEMENTARY CLASSROOM RENOVATIONS

PRELIMINARY
- NOT FOR
CONSTRUCTION -





















01/25/2019
REVIEW
PROJECT NO: 1125090
CLIENT NO:

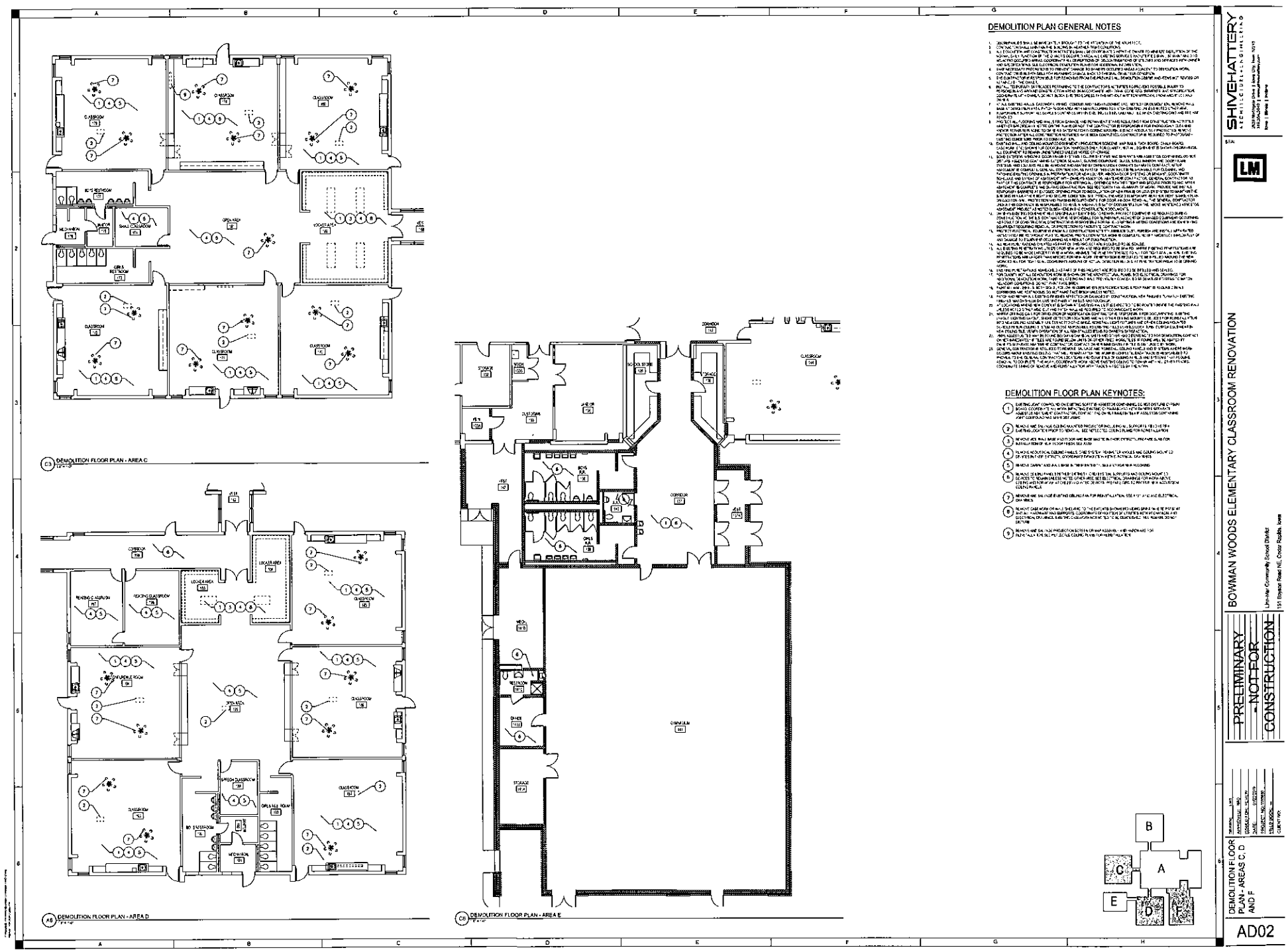
G000



DRAWING SYMBOLS LEGEND

DRAWING SYMBOLS LEGEND

	EXTERNAL WALL TYPE (SEE NOTE 1)		2.5" (64MM) THICK WALL
	1/2" THICK WALL		1/2" THICK WALL
	3/4" THICK WALL		FLUORESCENT LAMP FIXTURE
	AIR CONDITIONING UNIT		REFRIGERATION UNIT
	1/2" THICK WALL		1/2" THICK WALL
	1/2" THICK WALL		1/2" THICK WALL
	1/2" THICK WALL		1/2" THICK WALL
	1/2" THICK WALL		1/2" THICK WALL
	1/2" THICK WALL		1/2" THICK WALL
	1/2" THICK WALL		1/2" THICK WALL



DEMOLITION PLAN GENERAL NOTES

1. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
2. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
3. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
4. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
5. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
6. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
7. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
8. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.

DEMOLITION FLOOR PLAN KEYNOTES:

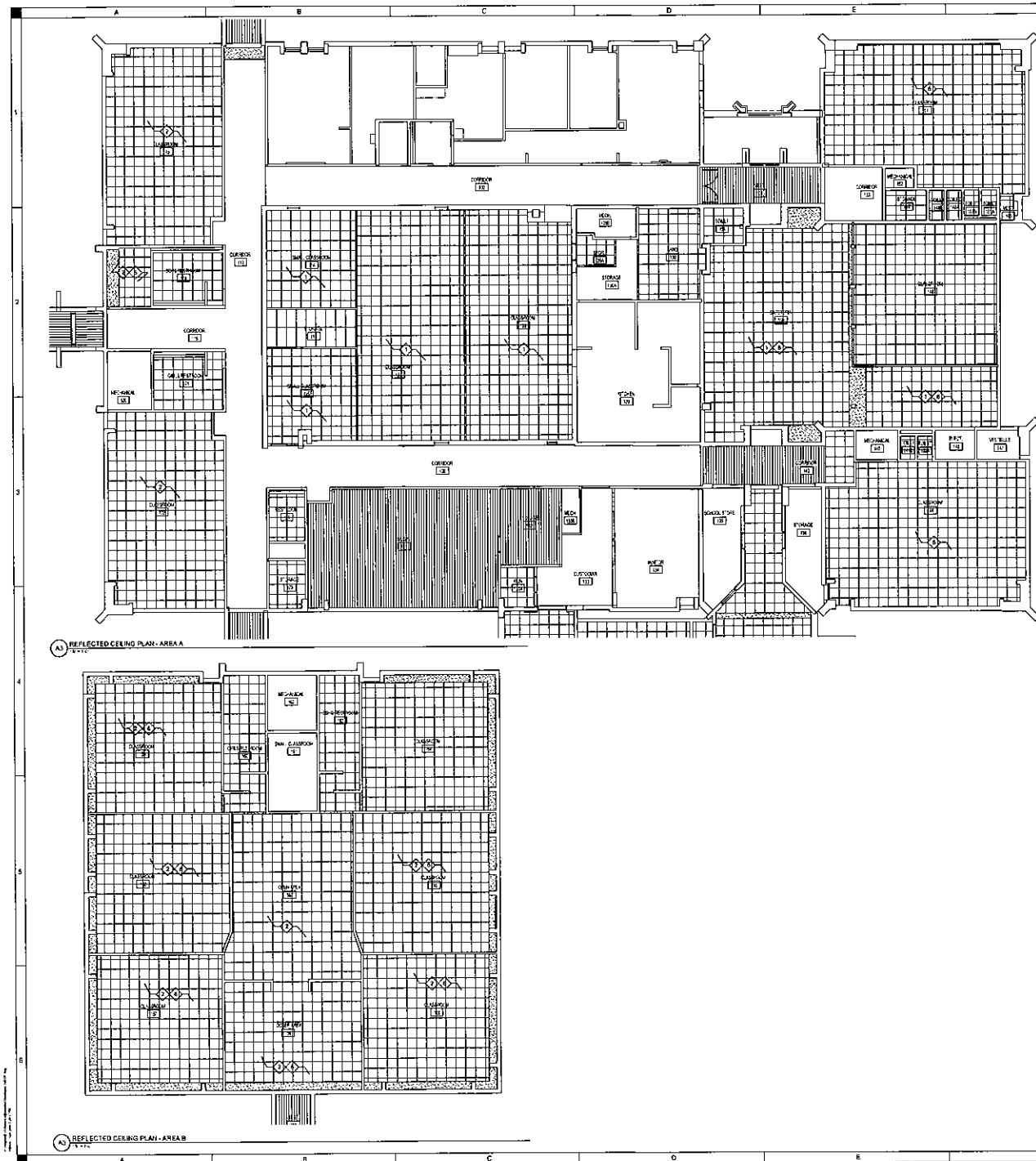
1. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
2. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
3. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
4. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
5. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
6. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
7. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.
8. DEMOLITION SHALL BE IN ACCORDANCE WITH THE CITY OF BOWMAN WOODS.

SHVEHATTERY
ARCHITECTURAL & ENGINEERING
1111 Bowman Woods Elementary School Drive
Bowman Woods, NC 28610
Phone: 704.333.1111
Fax: 704.333.1112

BOWMAN WOODS ELEMENTARY CLASSROOM RENOVATION

PRELIMINARY
NOT FOR
CONSTRUCTION

DATE: 11/11/2011
DRAWN: J. H. HARRIS
CHECKED: J. H. HARRIS
SCALE: AS SHOWN
SHEET NO. AD02



REFLECTED CEILING PLAN GENERAL NOTES

1. CONFIRM ALL INFORMATION ON THE REFLECTED CEILING PLAN WITH THE ARCHITECT BEFORE THE START OF THE PROJECT. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
2. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
3. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
4. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
5. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
6. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
7. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
8. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
9. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
10. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.

REFLECTED CEILING PLAN KEYNOTES:

- 1. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 2. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 3. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 4. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 5. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 6. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 7. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 8. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 9. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.
- 10. ALL INFORMATION ON THE REFLECTED CEILING PLAN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN. THE ARCHITECT'S DESIGN SHALL BE THE FINAL DESIGN.

SHIVE-HATTERY
ARCHITECTURAL FIRM, INC.
10000 N. 10th Ave., Suite 100
Denver, CO 80231
Phone: 303.733.1100
Fax: 303.733.1101
www.shivehattery.com

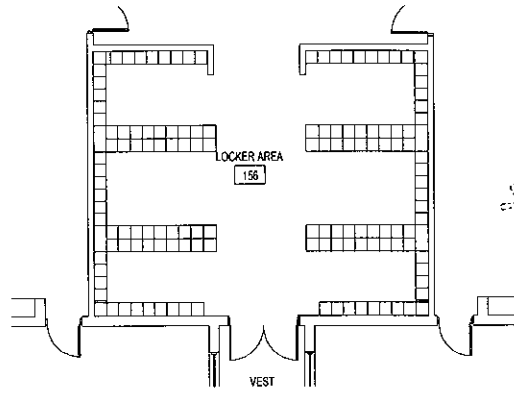
BOWMAN WOODS ELEMENTARY CLASSROOM RENOVATION

PRELIMINARY
- NOT FOR CONSTRUCTION -

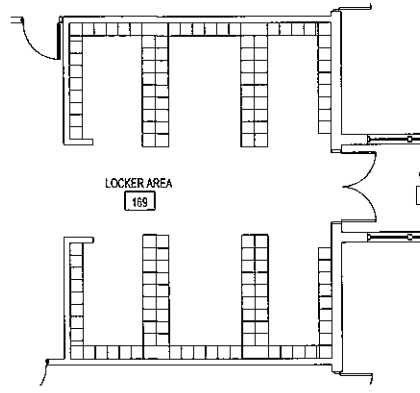
REFLECTED CEILING PLAN

A131

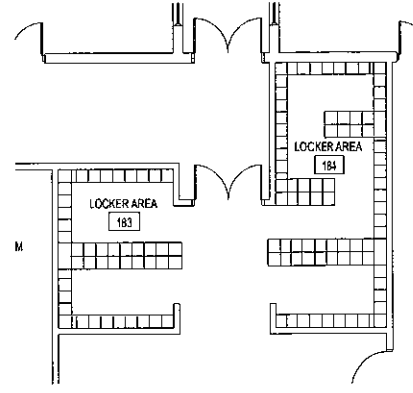
Shive-Hattery Architecture + Interiors, Inc.
10111 Old York Road, Suite 100
Charlotte, NC 28213
704.366.1111
www.shivehattery.com



1 LOCKER AREA - AREA B
10' x 12'



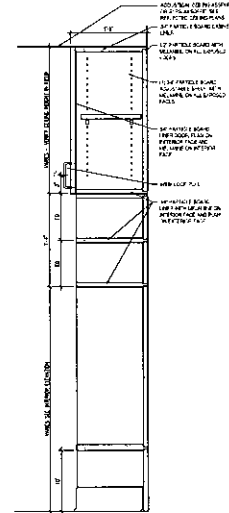
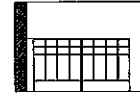
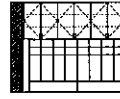
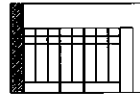
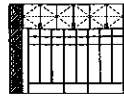
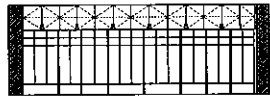
2 LOCKER AREA - AREA C
10' x 12'



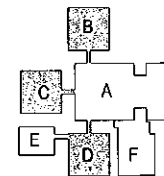
3 LOCKER AREA - AREA D
10' x 12'

NEW WORK PLAN KEYNOTES:

- 1. NEW WORK: SEE NEW WORK KEYNOTES
- 2. NEW WORK: SEE NEW WORK KEYNOTES
- 3. NEW WORK: SEE NEW WORK KEYNOTES



7 OPEN SHELVING
10' x 12'



PRELIMINARY
NOT FOR
CONSTRUCTION

CASEWORK
ELEVATIONS AND
DETAILS

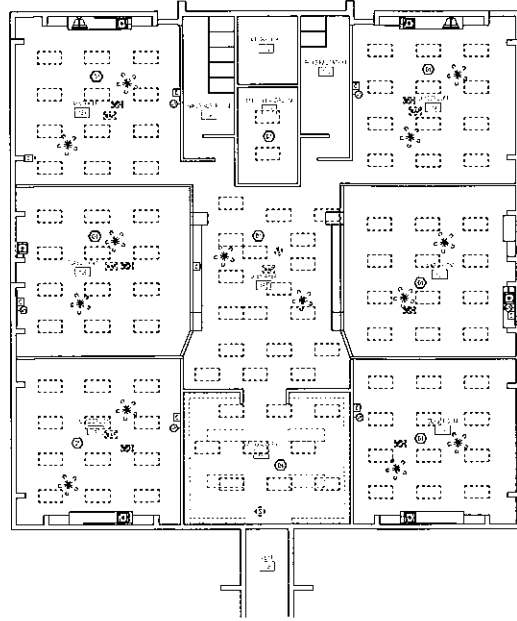
A201

BOWMAN WOODS ELEMENTARY CLASSROOM RENOVATION

SHIVE-HATTERY
ARCHITECTURE + INTERIORS
10111 Old York Road, Suite 100
Charlotte, NC 28213
704.366.1111
www.shivehattery.com



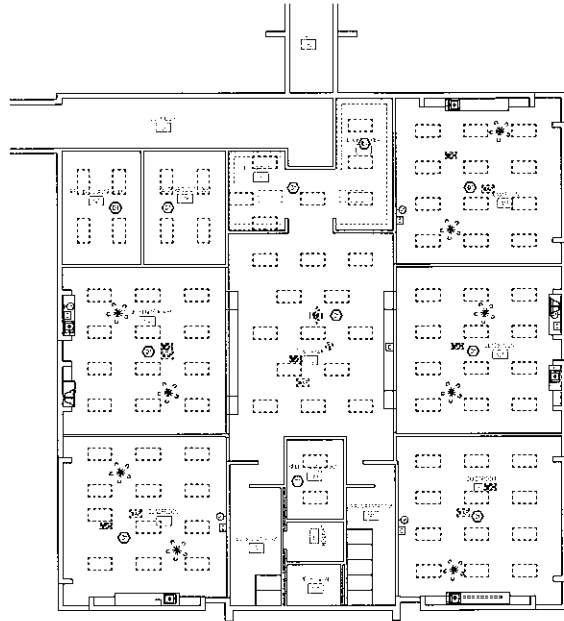
Univille Community School District
101 Bowman Road NE, Cedar Rapids, Iowa



A2 REFLECTED CEILING PLAN - AREA B
1/14/12



D2 REFLECTED CEILING PLAN - AREA C
1/14/12



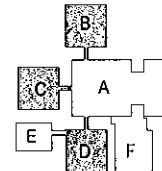
A6 REFLECTED CEILING PLAN - AREA D
1/14/12

GENERAL ELECTRICAL DEMOLITION NOTES:

1. THE ELECTRICAL DEMOLITION SHALL INCLUDE THE REMOVAL OF ALL ELECTRICAL EQUIPMENT AND MATERIALS TO BE DEMOLISHED. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
3. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
4. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
5. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
6. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
7. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
8. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
9. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
10. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.

REFERENCED ELECTRICAL DEMOLITION NOTES:

- 1. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 3. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 4. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 5. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 6. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 7. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 8. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 9. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.
- 10. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL REMAINING ELECTRICAL EQUIPMENT AND MATERIALS.



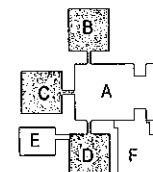


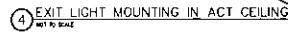
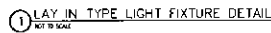
- [illegible]

ELECTRICAL SYMBOLS NOTES

- [illegible]

16. PLANNING AND DESIGNING A NEW SYSTEM FOR THE COMPANY'S CUSTOMER SERVICE DEPARTMENT. THE NEW SYSTEM WILL BE USED TO TRACK CUSTOMER SERVICE REQUESTS AND TO MONITOR THE PROGRESS OF THE REQUESTS. THE NEW SYSTEM WILL ALSO BE USED TO TRACK THE COST OF THE REQUESTS AND TO MONITOR THE SATISFACTION OF THE CUSTOMERS.







Inspire Learning.
Unlock Potential.
Empower Achievement.

**School Board Work Session Minutes
January 14, 2019**

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. Roll was taken to determine a quorum. Present: Isenberg, Lausen, Mehaffey, Nelson, Wall, and Weaver. Absent: AbouAssaly.

200: Adoption of the Agenda *Motion 097-01-14*

Motion by Wall to adopt the agenda as presented, second by Weaver. Voice vote, all ayes. Motion carried.

300: Work Session

301: Motion to Move into Closed Session *Motion 098-01-14*

Motion by Wall to move into closed session at 5:01 PM as provided in Section 21.5(l)(e) of the Code of Iowa to conduct a hearing to determine whether to suspend or expel a student, second by Weaver. Roll call vote, all ayes. Motion carried.

302: Motion to Return to Open Session *Motion 099-01-14*

Motion by Wall to return to open session at 7:07 PM, second by Isenberg. Roll call vote, all ayes. Motion carried.

400: Open Session

401: Determination Regarding Suspension/Expulsion *Motion 100-01-14*

Motion by Nelson to expel the student discussed during the closed session through the fall semester of the 2019-20 school year to include being excluded from all district activities and properties for the duration of the expulsion and to designate Dr. Jeff Gustason the authority to grant readmission at the completion of a successful integration plan developed by district staff, second by Isenberg. Roll call vote. Ayes: Nelson, Weaver, Isenberg, and Lausen. Nays: Mehaffey and Wall. Motion carried (4-2).

402: Adjournment *Motion 101-01-14*

Motion by Weaver to adjourn the work session at 7:10 PM, second by Mehaffey. Voice vote, all ayes. Motion carried.

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer

**School Board Regular Meeting Minutes
January 14, 2019**

100: Call to Order and Determination of a Quorum

The Linn-Mar Community School District Board of Education regular meeting was called to order at 7:17 PM in the boardroom of the Learning Resource Center. Roll was taken to determine a quorum. Present: Isenberg, Lausen, Mehaffey, Nelson, Wall, and Weaver. Absent: AbouAssaly.

200: Adoption of the Agenda *Motion 102-01-14*

Motion by Weaver to adopt the agenda as presented, second by Isenberg, Voice vote, all ayes. Motion carried.

300: Audience Communications

No audience communications presented.

400: Informational Reports

401: ESSA Presentation – Exhibit 401.1

Associate Superintendent Nathan Wear shared an overview of the Every Student Succeeds Act. ESSA maintains a focus on school accountability and equity for all students. Wear reviewed the requirements of ESSA, measures used for school identification for support/improvement, the categories of identification (comprehensive/targeted), and the online report card entitled, Iowa School Performance Profiles.

500: Board Reports:

501: Marion City Council – Dec 20th and Jan 3rd

Nothing to report that directly related the district.

502: Career & Technical Education Advisory – Jan 9th

The advisory discussed shortfalls in demographics and how to address that females are under-represented in CTE courses.

503: Board Visit to Wilkins Elementary – Jan 11th

Impressed with new concepts the staff are using and their excitement about sharing information. Also very impressed with the phenomenal progression of English Language Learners.

504: Cabinet Update – Exhibit 504.1

Superintendent Bisgard highlighted the upcoming construction project timeline and the district achievements and honors.

600: Unfinished Business

601: Second Reading of Policy Recommendations – Exhibit 601.1 *Motion 103-01-14*

Motion by Lausen to approve the second reading of the policy recommendations as presented, second by Isenberg. Voice vote, all ayes. Motion carried.

- 703.1 – New Policy – Technology and Data Security
- 703.1-R – New Policy – Admin Regulations Regarding Technology & Data Security Requirements for 3rd-Party Vendors
- The full 800 Series – *Business Procedures* – was reviewed with wording changes recommended for:
 - 801.1 Planning, Preparation, Requirements, and Publication of Budget
 - 801.2 Budget Implementation
 - 803.2 Bids and Awards for Construction Contracts
 - 803.2-R Admin Regulations Regarding Bids and Awards for Construction Contracts
 - 803.3-R Admin Regulations Regarding District Credit Card Use
 - 803.9 Payroll Deductions
 - 803.10-R Admin Regulations Regarding Travel Allowances

700: New Business

701: Early Graduation Requests – Exhibit 701.1 *Motion 104-01-14*

Motion by Lausen to approve the early graduation requests as presented, second by Isenberg. Voice vote, all ayes. Motion carried.

Ankney, Ashley	Duesing, Matthew	Isbell, Kaelyn	Sheets, Jaquese	Williams, Brittany
Bading, Gavin	Francis, Savanna	Jedlicka, Ethan	Thomas, Kaitlyn	Zimmerman, Tatum
Clements, Carly	Hodgman, Rachel	Rocho, Kiersten	Walther, Payton	

702: Bid for Purchase of Buses - Exhibit 702.1 *Motion 105-01-14*

Motion by Lausen to approve the bid from School Bus Sales to purchase three 77-passenger conventional propane buses and one 59-passenger propane lift bus for a total cost of \$410,675.00, second by Weaver. Voice vote, all ayes. Motion carried.

703: Establishment of Public Hearing *Motion 106-01-14*

Motion by Lausen to set a public hearing for 7:00 PM on January 28, 2019, for approval of the proposed plans and specifications for the Bowman Woods Elementary classroom renovation project, second by Weaver. Voice vote, all ayes. Motion carried.

704: Open Enrollment Requests *Motion 107-01-14*

Motion by Weaver to approve the open enrollment requests as presented, second by Lausen. Voice vote, all ayes. Motion carried.

Denied OUT

Name	Grade	Requested District	Reason
Kirsch, Matthew	9 th	Alburnett CSD	No good cause

800: Consent Agenda *Motion 108-01-14*

Motion by Lausen to approve the consent agenda as presented, second by Mehaffey. Voice vote, all ayes. Motion carried.

801: Personnel

Certified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Clinkinbeard, Kristin	NE: Student Support Services Teacher – .5 to 1.0 FTE	12/10/18	Same
Wesbrook, Dee	From HS English Teacher to Iowa BIG Teacher	1/21/2019	Same

Certified Staff: Resignation

Name	Assignment	Dept Action	Reason
Russell, Rachel	Four Oaks: Atlas Teacher	1/14/2019	Personal

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Dietz, Cindy	NS: NE General Help/Baker	1/10/2019	PTNS, Step 5
Grant, Anna-Lisa	WE: Student Support Associate – 3.5 to 5.25 hours/day	12/19/2018	Same
Ismail, Shabna	OR: Media Assistant	1/2/2019	LMSEAA I, Step 6
Law, Lori	From WF to IC Student Support Associate	1/2/2019	Same
Mohler, Terri	LRC: Admin Assistant to the Associate Superintendent	12/21/2018	\$17.50/hour
Name	Assignment	Dept Action	Salary Placement
Ranney, Maddison	WF: Student Support Associate	12/14/2018	LMSEAA II, Step 6
Reinhardt, Threse	HS: From NS General Help to Custodian	12/24/2018	SEIU C, Step 2
Reinier, Jennifer	NS: From NE General Help to HS General/Cashier	1/2/2019	SEIU A+.25, Step 1
Richardson, Kim	HS: From Custodian to Work Experience Associate	1/2/2019	LMSEAA II, Step 24
Wagner, Tammy	NS: From IC General Help to WF Production Manager	1/7/2019	\$18.75/hour
Wehr, Virgie	NS: LG General Help	1/8/2019	SEIU A, Step 1
Young, Annie	Four Oaks: From Atlas Support Assoc to Student Supervisor	1/7/2019	\$15.00/hour

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Dennis, Katie	AC: Academic Lifeguard	12/28/2018	Personal
Harris, DeVeon	Four Oaks: Atlas Student Supervisor	12/21/2018	Other Employment
Johnson, Michelle	HS: General Ed Assistant	1/4/2019	Other Employment
March, Tammy	WE: Student Support Associate	12/18/2018	Personal
Neff, Natalie	AC: Aquatic Instructor	12/28/2018	Personal
Nelson, Carlos	HS: Student Supervisor	1/4/2019	Other Employment
Petersen, Jody	AC: Swim Lesson Coordinator	12/28/2018	Personal
Riherd, Michelle	NS: WF Production Manager	1/4/2019	Other Employment
Walter, Darci	Four Oaks: Atlas Student Support Associate	12/21/2018	Other Employment

Co/Extra-Curricular: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Garman, Malory	HS: Head JV Soccer Coach	3/18/2019	\$3,213
Geers, Michael	OR/EX: Assistant 7 th Gr Boys' Wrestling Coach	12/12/2018	\$2,840
Martin, Robert	HS: Head 10 th Gr/Asst Varsity Baseball Coach	12/20/2018	\$4,285
Naaktgeboren, Erik	OR/EX: Head 7 th Gr Boys' Wrestling Coach	1/14/2019	\$3,213
Rastetter, Kelsey	HS: Assistant Varsity Girls' Tennis Coach	12/20/2018	\$3,213

Co/Extra-Curricular: Resignation

Name	Assignment	Dept Action	Reason
Goodell, Todd	HS: Assistant Varsity Girls' Track Coach	1/3/2019	Personal

802: Approval of December 10th Minutes – Exhibit 802.1

803: Approval of Bills – Exhibit 803.1

804: Approval of Contracts – Exhibits 804.1-5

1. Farm lease with John and Janet Airy
2. Student teaching/field experience agreement with Cornell College for 2019-20
3. Grant agreement with the Iowa Department of Education for UnboundEd's Standards Institute
4. Independent contractor agreement with Chris Merz
5. Amendment to agreement with Shive Hattery for Bowman Woods renovations
6. Interagency agreements for special education with Alburnett CSD (3), Cedar Rapids CSD (7), and Marion Independent (2). *For student confidentiality, exhibits not provided.*

805: Fundraiser Requests – Exhibits 805.1-3

Submitted late due to new administrator, coach, or teacher.

1. Late fundraiser request for WPA Dance at high school on February 23rd
2. Late fundraiser request for LMHS Softball Camp on February 24th
3. Late fundraiser request for Novak Art to Remember

806: Financial Reports – Exhibits 806.1-2

1. Financials and Cash Balance Report as of 11/30/2017
2. Financials and Cash Balance Report as of 11/30/2018

807: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: hydraulic pump and motor for floor lift, salt spreaders, and 6' loading ramp.*

900: Board Communications/Calendar/Committees/Advisories

901: Board Communications

Discussion about discontinuing/changing format of Coffee & Conversations. No final decision made.

902: Board Calendar

Date	Time	Event	Location
January 17	5:30 PM	Marion City Council	City Hall
January 23	11:30 AM	Board Visit (<i>RSVPs Rcvd: Nelson & Weaver</i>)	Success Center
January 24	7:30 AM	Finance/Audit Committee	LRC Room 203
January 28	5:00 PM 7:00 PM	Board Work Session Board Regular Meeting	Oak Ridge Cafeteria
January 31	11:30 AM	Marion State of the City (<i>RSVPs Rcvd: Nelson & Weaver</i>)	Cedar Rapids Marriott
Date	Time	Event	Location
February 5	9:00 AM	IASB Day on the Hill	Des Moines
February 5	4:00 PM	Marion City Council Work Session	City Hall
February 7	5:30 PM	Marion City Council	City Hall
February 8	11:30 AM	Policy Committee	Superintendent's Conference Room
February 11	5:00 PM 7:00 PM	Board Work Session Board Regular Meeting	LRC Boardroom
February 16	8:30 AM	Coffee & Conversation	Linn Grove Media Center
February 19	4:00 PM	Marion City Council Work Session	City Hall
February 20	11:30 AM	Board Visit (<i>RSVPs Rcvd: Nelson</i>)	Compass
February 21	7:30 AM	Finance/Audit Committee	LRC Room 203
February 21	5:30 PM	Marion City Council	City Hall
February 25	5:00 PM 7:00 PM	Board Work Session Board Regular Meeting	LRC Boardroom

903: Committees/Advisories

Committees/Advisories	Board Representatives
Finance/Audit Committee	AbouAssaly, Lausen, and Nelson
Policy/Governance Committee	Isenberg, Wall, and Weaver
Career & Technical Education Advisory Committee (CTE)	Nelson and Mehaffey
School Improvement Advisory Committee (SIAC)	AbouAssaly and Mehaffey
Iowa BIG Advisory Board	Isenberg
Linn County Conference Board	Lausen
Facilities Advisory Committee	Nelson and AbouAssaly

1000: Adjournment **Motion 109-01-14**

Motion by Lausen to adjourn the regular meeting at 8:12 PM, second by Mehaffey. Voice vote, all ayes. Motion carried.

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
BMO MASTERCARD	GENERAL SUPPLIES	\$977.93
BMO MASTERCARD	TRAVEL	\$751.12
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$5,192.59
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$1,800.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$102.95
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$440.24
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$102.95
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$440.24
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$631.30
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$649.70
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$975.06
IOWA SWIMMING, INC (DES MOINES)	GENERAL SUPPLIES	\$5.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$10.32
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$19.13
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$892.25
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$38.95
PETER BRANDI	TRAVEL	\$48.75
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$3.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$274.71
USA SWIMMING/IOWA SWIMMING, INC	GENERAL SUPPLIES	\$364.00
Fund Total:		\$13,720.19
Fund: GENERAL		
ADCRAFT PRINTING COMPANY	INSTRUCTIONAL SUPPLIES	\$1,117.60
ADVANCE AUTO PARTS	TRANSP. PARTS	\$622.13
AGVANTAGE FS	GASOLINE	\$2,671.00
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$1,306.00
AIRGAS NORTH CENTRAL	INSTRUCTIONAL SUPPLIES	\$103.13
AKERS KYLE	OFFICIAL/JUDGE	\$65.00
ALBURNETT COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$187,885.06
ALL INTEGRATED SOLUTIONS	TRANSP. PARTS	\$166.95
ALLIANT ENERGY	ELECTRICITY	\$22,745.68
AMERICAN INSTITUTES FOR RESEARCH	INSTRUCTIONAL SUPPLIES	\$135.00
AMERICAN SPECIALTIES	OTHER PROFESSIONAL	\$5.20
ARNOLD BRIANNE	TRAVEL	\$43.68
ARNOLD MOTOR SUPPLY	MAINTENANCE SUPPLIES	\$225.18
ARNOLD MOTOR SUPPLY	SHOP TOOLS/EQUIPMENT	\$130.76
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	\$265.96
BARANOWSKI BRIANNA	TRAVEL	\$81.82
BARNES & NOBLE	LIBRARY BOOKS	\$130.91
BMO MASTERCARD	COMP/TECH HARDWARE	\$1,679.55
BMO MASTERCARD	COMPUTER SOFTWARE	\$799.95
BMO MASTERCARD	DUES AND FEES	\$1,209.09
BMO MASTERCARD	ELECTRICAL SUPPLY	\$449.00
BMO MASTERCARD	EQUIPMENT >\$1999	\$1,388.37

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
BMO MASTERCARD	GARBAGE COLLECTION	\$4,408.94
BMO MASTERCARD	GENERAL SUPPLIES	\$1,814.14
BMO MASTERCARD	HEAT/PLUMBING SUPPLY	\$325.05
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$14,613.03
BMO MASTERCARD	LIBRARY BOOKS	\$22.10
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$1,388.64
BMO MASTERCARD	OTHER PROFESSIONAL	\$761.39
BMO MASTERCARD	PROF SERV: EDUCATION	\$697.30
BMO MASTERCARD	REF & RSRCH MATERIAL	\$50.00
BMO MASTERCARD	REPAIR PARTS	\$797.12
BMO MASTERCARD	STAFF WORKSH/CONF	\$3,732.98
BMO MASTERCARD	TEXTBOOKS	\$324.90
BMO MASTERCARD	TRAVEL	\$5,349.80
BMO MASTERCARD	VEHICLE REPAIR	\$334.78
BOSTIAN CAREY	PROF SERV: EDUCATION	\$500.00
BUDGET CAR RENTAL	RENTALS EQUIPMENT	\$745.58
BURGESS GAYLA	TRAVEL	\$19.11
C.R. GLASS CO	REPAIR/MAINT SERVICE	\$561.28
C4 OPERATIONS BACKGROUND CHECK SERVICES	OTHER PROFESSIONAL	\$188.20
CALCARA MARILYN	TRAVEL	\$8.97
CEDAR RAPIDS COMM SCH DIST	PROF SERV: EDUCATION	\$555.30
CEDAR RAPIDS COMM SCH DIST	TUITION IN STATE	\$945.44
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$975.51
CENTER POINT-URBANA HIGH SCHOOL	TUITION OPEN ENROLL	\$17,629.81
CENTRAL PROGRAMS, INC	GENERAL SUPPLIES	\$1,167.05
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$114.50
CENTURYLINK	TELEPHONE	\$2,168.06
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$521.26
CLAY ELIZABETH	TRAVEL	\$188.18
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$13,625.18
COLLECTION	EE LIAB-GARNISHMENTS	\$4,178.78
COLLEGE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$21,366.57
COMMUNICATIONS ENGINEERING CO	OTHER TECH SER	\$3,212.50
COMMUNICATIONS ENGINEERING CO	RADIOS	\$30.00
COMMUNITY HEALTH CHARITIES	EE LIAB-CHARITY	\$10.00
COOKSLEY DAWN	TRAVEL	\$50.90
CROWBAR'S	MAINTENANCE SUPPLIES	\$92.82
DAUTREMONT STACIA	TRAVEL	\$149.06
DIVIS ETHAN	OFFICIAL/JUDGE	\$65.00
EC ICDA YOUTH CHOIR CLINIC	INSTRUCTIONAL SUPPLIES	\$202.00
EMSLRC	INSTRUCTIONAL SUPPLIES	\$128.00
ENGELBART CHELSIE	TRAVEL	\$8.74
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$459.39
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,914,688.69

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
FASSELLIUS CASEY	TRAVEL	\$3.28
FRY KEVIN	TRAVEL	\$14.27
FUTURE LINE	MAINTENANCE SUPPLIES	\$1,715.81
GERMANIA RODRIGUEZ	INSTRUCTIONAL SUPPLIES	\$37.50
GRIGGS MUSIC INC	EQUIPMENT >\$1999	\$5,000.00
GRIGGS MUSIC INC	EQUIPMENT REPAIR	\$188.00
HAMILTON, KANDICE	TRAVEL	\$25.35
HANIFEN CO., INC	GENERAL SUPPLIES	\$188.75
HANSON JOHN	TRAVEL	\$101.40
HARMS JON	TRAVEL	\$14.08
HARTWIG RON	OFFICIAL/JUDGE	\$100.00
HARVARD BUSINESS REVIEW	OTHER PROFESSIONAL	\$159.00
HAYES ELIZABETH	TRAVEL	\$42.08
HEIDELBAUER CHRISTOPHER	OFFICIAL/JUDGE	\$65.00
HELMKE SHANNA	TRAVEL	\$9.17
HICKS KRISTI	TRAVEL	\$11.93
HOGLUND BUS CO. INC	TRANSP. PARTS	\$4,569.16
HOUGHTON MIFFLIN HARCOURT	INSTRUCTIONAL SUPPLIES	\$98.60
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$97.93
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	\$1,573.52
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$60,200.26
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$257,407.87
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$60,200.26
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$257,407.87
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$365,633.71
INTERSTATE BATTERIES OF UPPER IA	TRANSP. PARTS	\$122.95
INVOLTA	OTHER TECH SER	\$345.00
IOWA DEPT OF REVENUE - ADMIN WAGE LEVY	EE LIAB-GARNISHMENTS	\$133.91
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$306,991.97
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$460,732.09
IOWA SHARES	EE LIAB-CHARITY	\$28.00
ISFIS	OTHER PROFESSIONAL	\$417.00
JC'S TOWING LLP	GENERAL SUPPLIES	\$200.00
JOSEPH PISARIK	TRAVEL	\$97.50
JOSTENS, INC	INSTRUCTIONAL SUPPLIES	\$4,024.80
KELLEY SARAH	TRAVEL	\$13.42
KENT POSSEHL	OFFICIAL/JUDGE	\$65.00
KOENEN KARLA	TRAVEL	\$18.37
KONE INC	REPAIR/MAINT SERVICE	\$7,383.84
LANE TODD	TRAVEL	\$13.10
LASER RESOURCES, LLC	INSTRUCTIONAL SUPPLIES	\$70.00
LINN CO-OP OIL	GASOLINE	\$20,121.12
LINN COUNTY SHERIFF	EE LIAB-GARNISHMENTS	\$1,686.70
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	\$213.53
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$971.84

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
LYNCH FORD	TRANSP. PARTS	\$576.76
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5,189.25
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$12,613.74
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$136.00)
MARION INDEPENDENT SCHOOLS	TUITION OPEN ENROLL	\$8,676.55
MARION JANITORIAL SUPPLY CO	SHOP TOOLS/EQUIPMENT	\$12.79
MARION TIMES	ADVERTISING	\$18.65
MCMASTER-CARR	MAINTENANCE SUPPLIES	\$59.83
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$63.85
MENARDS -13127	SHOP TOOLS/EQUIPMENT	\$68.64
MERCYCARE COMMUNITY PHYSICIANS	OTHER PROFESSIONAL	\$164.00
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$22,647.16
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$478,594.52
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$18,403.88
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$26,100.00
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$18,933.84
MIDWAY OUTDOOR EQUIPMENT INC	MAINTENANCE SUPPLIES	\$318.89
MIDWEST ALARM SERVICES	OTHER PROFESSIONAL	\$481.44
MIDWEST WHEEL	TRANSP. PARTS	\$1,644.23
MIERA, KIM	PROF SERV: EDUCATION	\$500.00
MILLER TIFFANY	TRAVEL	\$87.36
O'BRIEN LYNN	TRAVEL	\$20.36
ORKIN PEST CONTROL	Pest Control	\$315.00
PATTERSON CHRISTOPHER	INSTRUCTIONAL SUPPLIES	\$66.12
PAUL REVERE LIFE INS. CO.	DISTRICT LIFE INSURANCE	\$234.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$92.40
PERFORMANCE THERAPIES, P.C.	INSTRUCTIONAL SUPPLIES	\$2,247.00
PFEIL ANGELA	TRAVEL	\$88.69
PHEAA	EE LIAB-GARNISHMENTS	\$616.62
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$209.17
PLAY THERAPY SUPPLY LLC	INSTRUCTIONAL SUPPLIES	\$67.97
POOL TECH, A WGHK INC, COMPANY	CHEMICALS	\$3,518.35
POOL TECH, A WGHK INC, COMPANY	MAINTENANCE SUPPLIES	\$300.00
PREMIERE CREDIT OF NORTH AMERICA LLC	EE LIAB-GARNISHMENTS	\$180.59
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	\$1,637.69
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	\$113.58
RAMOS VINCENT M	TRAVEL	\$96.56
REINHART INSTITUTIONAL FOODS INC	INSTRUCTIONAL SUPPLIES	\$40.65
RICKELS JENNIE L	TRAVEL	\$106.86
SADDLEBACK EDUCATIONAL PUBLISHING	INSTRUCTIONAL SUPPLIES	\$638.34
SADLER POWER TRAIN	TRANSP. PARTS	\$943.13
SCHOLASTIC BOOK CLUBS	INSTRUCTIONAL SUPPLIES	\$504.05
SCHOOL BUS SALES	TRANSP. PARTS	\$2,913.46
SCHOOL OUTFITTERS	INSTRUCTIONAL SUPPLIES	\$1,161.45
SOCIAL THINKING	Autism Donation	\$727.05

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
SPOELSTRA AMY	TRAVEL	\$65.52
STAMP CAROL	TRAVEL	\$148.59
STATE HYGIENIC LABORATORY	CHEMICALS	\$13.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$3,446.05
THE SHREDDER	OTHER PROFESSIONAL	\$180.00
TJ REICHER INC.	INSTRUCTIONAL SUPPLIES	\$1,000.00
TOOLS 4 READING, LLC	INSTRUCTIONAL SUPPLIES	\$25.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$199,589.15
TRI-CITY ELECTRIC COMPANY OF IOWA	TECH REPAIRS	\$214.04
TYLER BUSINESS FORMS	GENERAL SUPPLIES	\$667.34
U.S. CELLULAR	TELEPHONE	\$578.81
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$954.00
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY	\$899.37
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$65,873.09
WACO COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$2,096.18
WALMART	INSTRUCTIONAL SUPPLIES	\$928.73
WALTON DE MARRO	OFFICIAL/JUDGE	\$60.00
WELTER STORAGE EQUIPMENT CO INC	INSTRUCTIONAL SUPPLIES	\$280.00
WINDSTREAM	TELEPHONE	\$803.17
WRIGHT-WAY TRAILERS	REPAIR/MAINT SERVICE	\$279.53
YMCA-3167	INSTRUCTIONAL SUPPLIES	\$300.00
ZIPPY' S SALT BARN LLC	GROUNDS UPKEEP	\$604.80

Fund Total: \$5,951,782.85

Fund: LOCAL OPT SALES TAX

ACOUSTICS BY WASHBURN, LLC	CONSTRUCTION SERV	\$19,500.00
----------------------------	-------------------	-------------

Fund Total: \$19,500.00

Fund: NUTRITION SERVICES

COLLECTION	EE LIAB-GARNISHMENTS	\$218.40
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$62,863.08
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,278.14
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$5,465.09
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,278.14
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$5,465.09
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$5,860.62
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$10,133.24
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$15,207.98
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$143.93
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$186.39
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$15,904.50
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$64.20
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$3,344.76
U.S. DEPARTMENT OF TREASURY--FMS	EE LIAB-GARNISHMENTS	\$195.07
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$550.00

Fund Total: \$128,158.63

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
Fund: PHY PLANT & EQ LEVY		
C.R. GLASS CO	CONSTRUCTION SERV	\$3,320.41
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	\$4,525.00
INNOVATIVE MODULAR SOLUTIONS, INC.	MODULAR CLASSROOM LEASE PMTS	\$3,354.00
VAN METER CO	BLDG. CONST SUPPLIES	\$4,041.74
Fund Total:		\$15,241.15
Fund: PUB ED & REC LEVY		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,601.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$31.38
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$134.18
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$31.38
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$134.18
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$165.35
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$159.96
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$240.06
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$7.00
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$24.09
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$429.50
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$19.47
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$89.88
Fund Total:		\$3,069.93
Fund: STUDENT ACTIVITY		
A-1 RENTAL WEST	INSTRUCTIONAL SUPPLIES	\$107.00
ALZHEIMER'S ASSOCIATION	INSTRUCTIONAL SUPPLIES	\$637.00
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$1,666.58
ANDYMARK, INC	INSTRUCTIONAL SUPPLIES	\$155.46
BMO MASTERCARD	DUES AND FEES	\$360.00
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$12,072.18
BMO MASTERCARD	TRAVEL	\$9,858.71
BONWELL MIKE	OFFICIAL/JUDGE	\$60.00
BOOSTER CLUB	INSTRUCTIONAL SUPPLIES	\$119.00
BUTCHER BLOCK STEAKHOUSE	INSTRUCTIONAL SUPPLIES	\$201.80
CEDAR GRAPHICS INC	INSTRUCTIONAL SUPPLIES	\$239.61
COPYWORKS	INSTRUCTIONAL SUPPLIES	\$84.00
CORNELL DAVID	MISC REVENUE	\$130.00
DUGGAN KYLE	OFFICIAL/JUDGE	\$50.00
DUMOLIEN CURT	OFFICIAL/JUDGE	\$98.10
ELSMORE SWIM SHOP/AQUATIC	INSTRUCTIONAL SUPPLIES	\$278.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,456.51
FOIZEY SCOTT	INSTRUCTIONAL SUPPLIES	\$500.00
FULLER, TRAVIS	OFFICIAL/JUDGE	\$177.50
GAIL MCINNIS PRODUCTIONS	INSTRUCTIONAL SUPPLIES	\$4,168.38
GRAYBILL COMMUNICATIONS	INSTRUCTIONAL SUPPLIES	\$300.00
GRIGGS MUSIC INC	EQUIPMENT >\$1999	\$2,000.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
GWAMNA DUROJE	INSTRUCTIONAL SUPPLIES	\$60.00
HANSEN PEGGY	OFFICIAL/JUDGE	\$100.00
HELTON SEAN	OFFICIAL/JUDGE	\$95.00
HEYING KENNETH	OFFICIAL/JUDGE	\$57.50
HORST JEFF	OFFICIAL/JUDGE	\$95.00
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	\$103.29
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$44.87
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$191.83
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$44.87
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$191.83
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$152.33
IOWA HIGH SCHOOL ATHLETIC ASSOC	INSTRUCTIONAL SUPPLIES	\$240.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$186.17
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$279.39
JASPERS JACK	OFFICIAL/JUDGE	\$98.10
JOHNSON BRADLEY DAVID	OFFICIAL/JUDGE	\$150.60
KOOLBECK, JEFF	OFFICIAL/JUDGE	\$52.50
LUCKEROTH ROBERT	OFFICIAL/JUDGE	\$129.78
MAJOR RONALD	OFFICIAL/JUDGE	\$60.00
MATTHIAS MAXIMILIAN	OFFICIAL/JUDGE	\$60.00
MERZ CHRISTOPHER	INSTRUCTIONAL SUPPLIES	\$150.00
MEYERS CHAD	MISC REVENUE	\$130.00
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$1,831.00
MOE TONYA	TRAVEL	\$92.82
OLSON JOSHUA	OFFICIAL/JUDGE	\$124.72
PACKINGHAM JIM	OFFICIAL/JUDGE	\$60.00
PALU TABULATIONS	INSTRUCTIONAL SUPPLIES	\$500.00
PANERA, LLC	INSTRUCTIONAL SUPPLIES	\$289.80
PANTINI ANDY	OFFICIAL/JUDGE	\$75.00
PARLOR CITY ICE CREAM	INSTRUCTIONAL SUPPLIES	\$1,057.50
PEEPLS JAMAAL	OFFICIAL/JUDGE	\$60.00
PEPSI-COLA	INSTRUCTIONAL SUPPLIES	\$1,439.07
PERFORMANCE THERAPIES, P.C.	INSTRUCTIONAL SUPPLIES	\$168.00
RAMSEY'S METRO MARKET	INSTRUCTIONAL SUPPLIES	\$117.30
RIESEBIETER JASON	OFFICIAL/JUDGE	\$95.00
SHAFFER RICK	OFFICIAL/JUDGE	\$138.70
SHANLEY STEVE	INSTRUCTIONAL SUPPLIES	\$4,900.00
SIMS KRISTINA	INSTRUCTIONAL SUPPLIES	\$1,579.60
STAMY DAVID	OFFICIAL/JUDGE	\$60.00
TAKE THE CAKE GOURMET CUPCAKES	INSTRUCTIONAL SUPPLIES	\$280.00
THUL DAVID	OFFICIAL/JUDGE	\$52.50
TIM SLOAN	OFFICIAL/JUDGE	\$95.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$87.20
WALMART	INSTRUCTIONAL SUPPLIES	\$12.39
WARTBURG COLLEGE	DUES AND FEES	\$100.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 01/11/2019 - 01/24/2019

Fiscal Year: 2018-2019

Vendor Name	Description	Check Total
WILDEN RAY	OFFICIAL/JUDGE	\$134.10
WIRED PRODUCTION GROUP, INC	INSTRUCTIONAL SUPPLIES	\$7,382.00
Fund Total:		\$59,124.59
Fund: STUDENT STORE		
BMO MASTERCARD	GENERAL SUPPLIES	\$76.96
DEEGAN ANNIE	MISC REVENUE	\$72.00
WEDO JOE	MISC REVENUE	\$55.00
Fund Total:		\$203.96
Grand Total:		\$6,190,801.30

End of Report

Amendment No. 1 to Agreement for Statewide Voluntary Preschool Program Agreement No: CW2253954
between
Rockwell Collins, Inc.
and
Cedar Rapids Community School District
And
Linn-Mar Community School District

THIS AMENDMENT 1 TO THE AGREEMENT FOR STATEWIDE VOLUNTARY PRESCHOOL PROGRAM ("Amendment") made this 15th day of January 2019, between Rockwell Collins, Inc. and the Cedar Rapids Community School District and the Linn-Mar Community School District (hereinafter "the parties").

WHEREAS:

The parties have entered into an Agreement effective August 1, 2018 and

The parties desire to amend said Agreement as the same may have been previously amended.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the parties agree as follows:

1. All references to Rockwell Collins Child Development Center are changed to Collins Aerospace Day Academy effective November 27, 2018.
2. Except as otherwise provided or modified herein, the terms and conditions of the Agreement shall remain in full force and effect. In the event of a conflict between the provisions in this Amendment and the provisions of the Agreement, the provisions in this Amendment will prevail.

In witness whereof, each of the parties hereto has executed this Amendment, or has caused this Amendment to be duly executed on its behalf, as of the date set forth above.

Rockwell Collins, Inc.

By: _____

Name: Shantelle L. Franzen

Title: Senior Contract Manager

Date:

Cedar Rapids Community School District

By: _____

Name:

Title:

Date:

Linn-Mar Community School District

By: _____

Name: Mrs. Sondra Nelson

Title: School Board President

Date: January 28, 2019

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District (“District”), a school corporation, intends to contract with **Davis Churchman** Independent Contractor (“IC”), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography Assistant in In Step camps on 12/8 for 6 hours (\$150) and 1/1/19 for 5 hours (\$125). Plus \$100 for working with 10th Street on 12/8
2. **GROUP /DEPARTMENT WORKING WITH** In Step
3. **AMOUNT of PAYMENT:** **\$375 + mileage**

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on 1/1/19 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Angie Morrison, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC’s activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax,

social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on ___December 8___, 2018_ and shall continue in effect until _January 1___, 2019_, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or obligations under this Independent Contractor Agreement without the prior written consent of District.
12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 1st day of January, 2019.

Independent Contractor

By: L. David Chuzelma

Title: Choreographer Assistant

Linn-Mar Community School District

By: _____

Mrs. Sondra Nelson, Board President

Date Signed: January 28, 2019

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with **Emma Erner** Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography/Assistant and cleaning with In Step on January 1, 2019 camp for 5 hours (\$125)
2. **GROUP /DEPARTMENT WORKING WITH** In Step
3. **AMOUNT of PAYMENT:** \$125+ mileage

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on 1/1/19 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Angie Morrison, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC's activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any

other taxes or business license fees as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on ___January 1___, 2019_ and shall continue in effect until _January 1___, 2019_, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or

obligations under this Independent Contractor Agreement without the prior written consent of District.

12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 1st day of January, 1 2019.

Independent Contractor

Linn-Mar Community School District

By: 

By: _____

Title: Choreographer Assistant

Mrs. Sondra Nelson, Board President

Date Signed: January 28, 2019

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Ryan Hoagland, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Percussion Instructor
2. **GROUP /DEPARTMENT WORKING WITH** Band
3. **AMOUNT of PAYMENT:** \$2,000

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on January 7, 2018 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Angie Morrison, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC's activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees as required. The IC shall further assume

exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

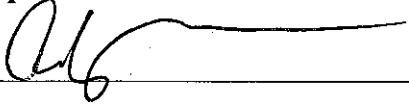
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on October 26, 2018 and shall continue in effect until January 7, 2019, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or

obligations under this Independent Contractor Agreement without the prior written consent of District.

12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 26th day of October, 2018.

Independent Contractor

By: 

Title: Percussion Instructor

Linn-Mar Community School District

By: _____

Mrs. Sondra Nelson, Board President

Date Signed: January 28, 2019

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Ryan Hoagland, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Percussion Instructor
2. **GROUP /DEPARTMENT WORKING WITH** Band
3. **AMOUNT of PAYMENT:** \$4,000

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on May 31, 2019 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Angie Morrison, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC's activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees as required. The IC shall further assume

exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

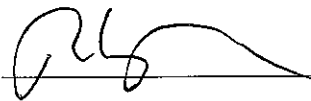
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on January 15, 2019 and shall continue in effect until May 31, 2019, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or

obligations under this Independent Contractor Agreement without the prior written consent of District.

12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 4th day of January, 2019.

Independent Contractor

By:  _____

Title: Percussion Instructor

Linn-Mar Community School District

By: _____

Mrs. Sondra Nelson, Board President

Date Signed: January 28, 2019

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District (“District”), a school corporation, intends to contract with Jordan Makinster, Independent Contractor (“IC”), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Beauty and the Beast Choreography
2. **GROUP /DEPARTMENT WORKING WITH THE:** Theatre Department
3. **AMOUNT of PAYMENT:**

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on 2/28/2019 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Accounts Payable, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC’s activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with

all amounts paid to IC under the terms of this Independent Contractor Agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on February 26, 2019, and shall continue in effect until February 28, 2019, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or obligations under this Independent Contractor Agreement without the prior written consent of District.

12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This agreement signed and dated this 17th day of January, 2019.

Independent Contractor

By: *Jordan Makinster*

Title: Choreographer

Linn-Mar Community School District

By: _____

Board President

Date Signed: January 28, 2019

Independent Contractor Agreement

Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Shawn Poellet, Independent Contractor ("IC"), for the performance of certain services to or for the District or the District's H.S. Orchestra.

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** District shall employ IC for the term of this Agreement to perform the following Auditorium Engineer services which shall generally involve Technical expertise & management. The Services to be provided shall be performed within the phases (or timelines or dates) outlined below:

February 12 - 14th 2019

2. **TERMS OF PAYMENT:** The District shall pay IC according to the following terms and conditions: IC shall be responsible for determining its own hours of service, as needed, to perform the work outlined in this agreement. As compensation for the services rendered by the IC under this Agreement, District shall pay IC a total of \$ 1000 OR at a rate of \$ N/A, not to exceed \$ 1000 for any and all planning time and site visits. Any site visits necessary to complete the services that are not completed in the above calendar period cannot be rescheduled, unless agreed to by the District and will not be paid for. Fees for the services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC. An invoice for services should be sent to: Linn-Mar Community School District, Attention: Angie Morrison, 2999 N 10th St. Marion IA 52302.

3. **INSTRUMENTATIONS:** District shall supply the following instrumentations necessary to accomplish the designated services listed in this Agreement:

4. **TERM:** This Agreement shall begin on 1 / 9, 20 19 and shall continue in effect until 2 / 15, 20 19, unless earlier terminated by either party in accordance with section 11.

5. **REIMBURSEMENT OF EXPENSES:** District will not be liable to IC for any expenses paid or incurred by IC unless otherwise agreed in writing.

6. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither party has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC's activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

7. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment tax.

8. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.

9. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.

10. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

11. **TERMINATION:** This agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.

12. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC duties or obligations under this Independent Contractor Agreement without the prior written consent of District.

13. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.

14. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

15. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 3rd day of January, 2019.

Independent Contractor

By: 

Printed Name
Shawn Poellet

Title: Technical Director

Linn-Mar Community School District

By: _____

Printed Name:
Mrs. Sondra Nelson

Title: School Board President

LICENSE AGREEMENT
NON-COMMERCIAL

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

1. Definitions

- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.

2. LICENSE

- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate times Net Sales.
- 2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

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

4. USE OF THE TRADEMARK

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

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

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

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

5. TERMINATION

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

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

Trademark in a manner not expressly permitted by this Agreement.

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

6. REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

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

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

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

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

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

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

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

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

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

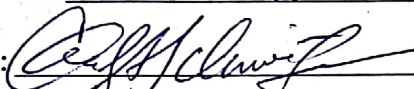
Please print (except for your signature) and provide all the information requested.

Licensee: (Non-Commercial)

Full Name of Team/Entity: Linn-Mar Youth Baseball (BU White)
(Example: LM Starz 3rd Gr Girls' BB Team)

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

Contact's Printed Name: Chad Schweitzer

Contact's Signature:  Date Signed: 01/13/2019

How to Reach Contact: Phone: (319) 389-3266
 Email: caschweitzer72@gmail.com
 Full Address: 1640 Winding Creek Dr.
Marion, IA 52302

Licensor:

Linn-Mar Community School District
 2999 N 10th Street, Marion, IA 52302
 District Contact: JT Anderson, Chief Financial/Operating Officer
 Email: jtanderson@linnmar.k12.ia.us
 Phone: 319-447-3008

Approver's Printed Name & Title: Sondra Nelson, Board President

Approver's Signature: _____ Date: January 28, 2019

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

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


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

Licensee: (Non-Commercial)

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

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

Contact's Printed Name: Kim Buske

Contact's Signature:  Date Signed: 1.20.19

How to Reach Contact: Phone: 913.534.4927
Email: prowlsoftballdirector@gmail.com
Full Address: 3389 31st Street
Marion, IA 52302

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: JT Anderson, Chief Financial/Operating Officer
Email: jtanderson@Linnmar.k12.ia.us
Phone: 319-447-3008

Approver's Printed Name & Title: Sondra Nelson, Board President

Approver's Signature: _____ Date: January 28, 2019

Exhibit A



a)



b)



c)



d)



e)



f)

g) Linn-Mar Community School District

h) Linn-Mar Lions

Exhibit B

Non-commercial

Royalty Rate: 0%

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

Customers: Members of the group

Term: 5 years

Reporting Period: Annually

CODE OF CONDUCT NON-COMMERCIAL

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

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

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

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

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

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

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

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District (“District”), a school corporation, intends to contract with _____Noah Perkins_____, Independent Contractor (“IC”), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Instrumental Music Critique
2. **GROUP /DEPARTMENT WORKING WITH** 10th Street Show Choir
3. **AMOUNT of PAYMENT:** \$550

Total fees for services performed under this Agreement will be paid by the District within thirty (30) days after receipt of invoice from the IC upon completion of all services on 1/31 (date of completion).

*An invoice for services should be sent to: Linn-Mar Community School District,
Attention: Accounts Payable, 2999 N 10th St. Marion IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this Independent Contractor Agreement create an independent contractor relationship between them. District is interested only in the end results achieved by the Services of the IC and that they conform to the requirements specified in this Agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means and method by which the Services are completed is the responsibility of the IC. The IC is not an agent or employee of District for any purpose. Neither party shall be considered to be an agent, master or servant of the other party for any purpose whatsoever, and neither has any authority to enter into any contract, assume any obligations or make any warranties or representations on behalf of the other. District is not responsible for deducting from payments to IC any amounts for taxes, insurance or other similar items relating to IC. Accordingly, IC shall be responsible for payment of all taxes arising out of IC’s activities in accordance with this Independent Contractor Agreement, including by way of illustration but not limitation, federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees as required. The IC shall further assume

exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to IC under the terms of this Independent Contractor Agreement.

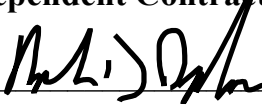
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to IC. The payroll or employment taxes that are subject to this paragraph include, but are not limited to, FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax and state unemployment insurance tax.
6. **FRINGE BENEFITS:** IC is not eligible for, and shall not participate in, any employee pension, health, disability or other fringe benefit plan of the District.
7. **INSURANCE:** No workers' compensation insurance, or any other type of insurance (including, but not limited to, professional liability insurance) has been or will be obtained, by the District on account of IC. IC shall comply with the workers' compensation laws (and all other applicable law) with respect to IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold District harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses (including reasonable attorney's fees, court costs and costs of appeal) that District may incur or sustain as a result of any breach of this Independent Contractor Agreement or negligent or other wrongful conduct in the performance of this Independent Contractor Agreement by IC, or as a result of failure to pay any employment or income taxes arising out of IC's performance of Services for the District. If a suit, action, arbitration or other proceeding is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This Agreement shall begin on 11/8, 2018 and shall continue in effect until 1/31, 2019, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION.** This Agreement may be terminated by either party, without cause, upon seven (7) days written notice. Upon termination, IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** IC acknowledges that IC's services are unique and personal. Accordingly, IC may not assign IC's rights or delegate IC's duties or

obligations under this Independent Contractor Agreement without the prior written consent of District.

12. **AMENDMENTS:** This Independent Contractor Agreement may be supplemented, amended or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This Independent Contractor Agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 21st day of January, 2019.

Independent Contractor

By:  _____

Title: Show Choir Combo
Consultant _____

Linn-Mar Community School District

By: Sondra Nelson, Board President

Signed: January 28, 2019

LICENSE AGREEMENT COMMERCIAL

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

1. Definitions

- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.

2. LICENSE

- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate times Net Sales.
- 2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

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

4. USE OF THE TRADEMARK

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

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

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

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

5. TERMINATION

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

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

Trademark in a manner not expressly permitted by this Agreement.

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

6. REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

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

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

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

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

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

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

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

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

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

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

Licensee: (Commercial)

Full Name of Team/Entity: BSN SPORTS, LLC
(Example: LM Starz 3rd Gr Girls' BB Team)

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

Contact's Printed Name: Dan Dickman

Contact's Signature:  Date Signed: January 24, 2019

How to Reach Contact: Phone: 765-598-4238

Email: ddickman@bsnsports.com

Full Address: 14460 Varsity Brands Way

Farmers Branch, TX 75244

Licensor:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: JT Anderson, Chief Financial/Operating Officer
Email: jtanderson@Linnmar.k12.ia.us
Phone: 319-447-3008

Approver's Printed Name & Title: Sondra Nelson, Board President

Approver's Signature: _____ Date: _____

Exhibit A



a)



b)



c)



d)



e)



f)

g) Linn-Mar Community School District

h) Linn-Mar Lions

Exhibit B

Commercial

Royalty Rate: 8%

Licensed Markets: Everything not prohibited by the Code of Conduct

Customers: Everyone

Term: 1 year

Reporting Period: Quarterly

CODE OF CONDUCT COMMERCIAL

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

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

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

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

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

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

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



Excursions and Trips Request Form

Code 603.3-R2

 Date Request Received by CFO/COO: 1-16-19-80

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized.

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

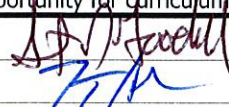

The request will include:

- ✓ Rationale for the excursion/trip including the purpose and objectives
- ✓ Clarification if request is dependent upon pre-qualifying for event
- ✓ Detailed plans for student supervision
- ✓ Proposed itinerary
- ✓ Cost and source of funding
- ✓ Number of student participants
- ✓ Copy of required participation paperwork

1. Within three weeks of the completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.
2. The building will be responsible for obtaining a substitute teacher if one is needed.
3. Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Excursion/Trip Criteria: The following checklist ***must be*** signed and submitted to the Chief Financial/Operating Officer with required documentation not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized:

Group: HOSA Submitted by: J. Johnson
 (Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference Board Policy 603.3.	
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. (Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)	
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3.	
Common Experience	Recommended	This excursion/trip is a common experience that all students at this grade level or activity group should have.	
Multi-disciplinary	Recommended	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	
Building Principal Approval			Date <u>1/15/19</u>
Chief Financial/Operating Officer Approval			Date <u>1/16/19</u>
Board of Directors Approval			Date

Health Occupation Students of America (HOSA) Excursions and Trips Request Form
Spring Conference: March 17-19, 2019
Ankeny, IA

Purpose

This conference is an opportunity to enhance the leadership skills of all HOSA members. Since we are a relatively new club at Linn-Mar High School we will also learn about other schools' groups and activities and what we can do to make our club better. Students will also have the opportunity to meet and become acquainted with like-minded students and create networks.

Pre-Planning

The learning experiences in the students' core and elective classes, the information provided at the general meetings, and the desire to enhance ones leadership skills are good preparation for this conference. Students will attend motivational speakers and other sessions so they can better develop their leadership skills. There is no prequalification necessary for this event. I have attached a tentative itinerary that outlines the different sessions for each of the days as well as registration paperwork. Approximately ten students will be attending this conference.

Follow – Up/Assessment

Students who will attend this conference will take the new skills they learned and share them with other members of HOSA at our general meetings.

Funding

Funds for this conference will be paid by our fundraising money, students' money, and Booster Club.

Cost:

\$110/person for registration fees

\$151.14/four people per hotel room

Common Experience

All students who are attending this conference have an interest in pursuing some type of medical career after high school. They will learn about those careers that may be a good fit for them and learn more about those careers so they can better prepare themselves for their life after high school.

Multi-Disciplinary

Students will use their skills from English, roles in other clubs, and their 21st Century Skills when they work collaboratively and work to improve their leadership skills.



State Leadership Conference

March 17-19, 2019

Registration for the conference:

Registration will be completed online via the national HOSA website. Registration will be open from January 1, 2019 – February 15, 2019. Registration fee of \$110.00 includes a HOSA t-shirt. You will have to complete the affiliation process prior to registering students for the conference. [HOSA Online Affiliation Process](#)

Conference Payment: Please mail conference payment to the address below or bring with you to the conference. Checks need to be **made out to Iowa HOSA**. The \$110 event fee is non-refundable. There is no discounted fee for students only doing online testing only. The number of participants registered by the registration deadline is the amount that the chapter will be expected to pay for.

Iowa HOSA
C/o Dawn Fichter
1000 E. St. Clair
Missouri, Valley, IA 51555

Competitive Events: Please see [2018-2019 Iowa HOSA Competitive Event Policy](#) for information specific to events and numbers of events students can participate in.

Hotel Registration: The hotel registration form is attached. Please fill out and fax directly to the hotel by February 22, 2019. Total room rate with tax is \$151.14. Hotel room payments will be made directly to the hotel.

Forms: Conduct Code, Medial Liability, and Photo Release: Please have each person attending the conference fill out each form. These forms must be turned in at registration. Please copy these forms, organize in alphabetical order, and three hole punch them. Keep a copy for yourself as well. All persons attending the conference need to fill these out, including advisors and chaperones.

State Officer Candidates: These forms will be available soon.

HOSA Event Guidelines: Please verify that your students have a copy of the event guidelines that they will be competing in. Make sure and review with them all the materials that they need to bring so they are prepared when they come to the competition. They will be required to bring an electronic or paper copy to their event at state.

Recognition Events: Advisors please collect and submit material for recognition events at registration.

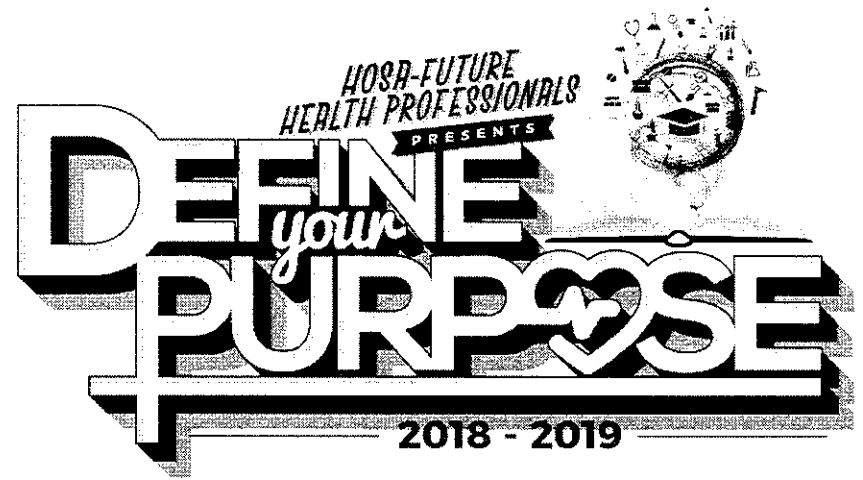
Testing: All testing will be done on-line prior to the State Leadership Conference. Testing will be open from February 18, 2019 – March 13, 2019. You will need to set up a proctor via the National HOSA website by February 8, 2019. Advisors are not allowed to proctor.

Questions?

director@iowahosa.org
515-523-0514

Important Dates

- **Proctor Registration Due:** February 8, 2019
- **Conference Registration Due:** February 15, 2019
- **Hotel Registration Due:** February 22, 2019
- **Online Testing Window:** February 18 – March 13, 2019
- **STEM Premier Submissions Due:** March 15, 2019
- **Registration Payment Due:** March 17 (via mail or bring to conf.)
- **Conference Dates:** March 17 -19, 2019



HOSA—FUTURE HEALTH PROFESSIONALS
Spring Conference
March 17-19, 2019
Des Moines Holiday Inn
Mercy College of Health Sciences

HOSA Conference—March 17-19, 2019

This program has been prepared as a guide to assist in making your time at the conference an enjoyable learning experience.

All skill events are scheduled at the Mercy College of Health Science Sullivan Building located across Interstate 235, south of the Holiday Inn. (See schedule for specific rooms). **Please walk with a friend or group to Mercy.**

Other conference events will take place in the Holiday Inn.

Be sure to wear your HOSA Name Tag for all HOSA Events, including meals.

Sunday, March 17, 2019

2:30 PM	State Officer Meeting	Holiday Inn— Top of the Tower
3:30-4:00 PM	Registration All materials associated with events should be turned in at check-in and review assignments	Holiday Inn Lobby
5:00	Judge Orientation	Top of Tower
5:30-6:30 PM	Opening Ceremony Pledge of Allegiance National Anthem Roll Call of Chapters HOSA Creed Introduction of Officers and Advisors Officer Candidate Nominations and Speeches Dinner	Holiday Inn— Top of the Tower
6:30-9:30 PM	Leadership Events	Holiday Inn
6:30-9:30 PM	Extemporaneous Health Poster	Northview
6:30-7:30 PM	Extemporaneous Writing	Top of the Tower
6:30 PM	Prepared Speaking	Des Moines W
7:15 PM	Researched Persuasive Writing and Speaking	Des Moines E
6:30 PM	Medical Photography	Room 107
6:30 PM	Interviewing Skills	Room 107
6:45 PM	Job Seeking Skills	Des Moines W



A Welcome From Your Iowa HOSA President

HOSA Creed

I believe in the Health Care Profession.

I believe in the profession for which I am being trained; and in the opportunities that my training offers.

I believe in education. I believe that through education I will be able to make the greatest use of my skills, knowledge, and experience in order to become a contributing member of the health care team and of my community.

I believe in myself.

I believe that by using the knowledge and skills of my profession I will become more aware of myself. Through fulfilling these goals, I will become a more responsible citizen.

I believe that each individual is important in his or her own right; therefore, I will treat each person with respect and love. To this end, I dedicate my training, my skills and myself to serve others through HOSA.

Sunday, March 17, 2019 (Continued)

10:00 PM	Advisor Meeting	Holiday Inn—Northview
11:00 PM	CURFEW—Assigned Rooms	

Monday, March 18, 2019

6:45—8:30 AM	Breakfast—Wear your HOSA name tag	Holiday Inn—Des Moines East—First Floor
7:15—8:00 AM	House of Delegates Nomination of Officers	Holiday Inn—Northview
7:30 AM	Judges Breakfast and Orientation	Holiday Inn—Des Moines West—First Floor
8:30 AM	Presentation by ARMY Scholarship and Enrollment officer (all attendees are expected to attend unless they are competing)	
8:00-11:00 AM	Health Professions Events	Mercy College
8:30 AM	Home Health Aide	Room 219
8:45 AM	Nursing Assisting	Room 219
9:00 AM	Sports Medicine	Room 219
9:15 AM	Veterinary Science	Room 205
9:00 AM	Pharmacy Science	Room 204 ???
8:00-11:30 AM	Emergency Preparedness Events	Mercy College
8:30 AM	CPR/First Aid	Room 205
9:00 AM	Life Support Skills	Room 205
10:00—10:50 AM	“What is Your Why?” University of Iowa (all attendees are expected to attend unless they are competing)	Northview

Monday, March 18, 2019 (Continued)

11:00—12:30	Lunch	Holiday Inn—Top of the Tower
11:30 AM	Judges Orientation Teamwork Events	Holiday Inn—Top of the Tower
12:30-5:00 PM	Teamwork Events	Holiday Inn
12:15—12:30 PM	Career Health Display—Set Up	Top of the Tower
1:00—2:30 PM by appointment	Career Health Display—Round #2 presentations	
1:00 PM	Biomedical Debate	Des Moines West
1:00 PM	Forensic Science	Des Moines East
1:00 PM	Middle School—Extemporaneous Health Poster	Northview???
1:00 PM	Forensic Medicine	Des Moines East
1:45 PM 2:15 PM	Community Awareness Public Service Announcement	Des Moines West Des Moines West
2:30 PM 3:00 PM	Creative Problem Solving—Prep Creative Problem Solving	Des Moines East Des Moines West
3:15PM	Medical Spelling	Northview ???
3:30 PM	HOSA Bowl	
Dinner On Your Own		
8:00 PM 11:00 PM	Dance and Social with Snacks Curfew—Students are in Assigned rooms for the night	Top of the Tower

7:00—7:45 AM	Iowa HOSA Board Meeting	Holiday Inn—Northview
7:45-8:15 AM	Q & A with Officer Candidates Rolls and Juice	Holiday Inn—Top of the Tower
8:30—9:00 AM	House of Delegates	Holiday Inn—Northview
9:15 AM	State Officer Meeting Prep for closing Ceremony	Holiday Inn—Des Moines East and West
9:45—10:45 AM	Brunch	Holiday Inn—Top of the Tower
11:00 AM	Awards and Induction of Officers	Holiday Inn—Des Moines East and West

HOSA International Leadership Conference
June 19-22, 2019
Disney's Coronado Springs Resort,
Orlando, Florida

Conduct Form

GENERAL SESSIONS PROTOCOL

The general sessions should be enthusiastic but we must not be rude or obnoxious to those in the audience or on stage. It is important to remain seated until the end of the session. Chapters that do not adhere to general session protocol will be asked to send a representative to a special meeting of the State Advisory Board. At the National Meetings individuals who exhibit behavior that is outside expectations will meet with the National Executive Council. At both meetings they may be sent home early, with extra expense incurred.

NATIONAL and IOWA HOSA CONDUCT CODE

A good reputation enables members to take pride in their organization. HOSA members have an excellent reputation. Your conduct at any HOSA function should make a positive contribution to the reputation that has been established.

1. Your behavior at all times should be such that it reflects credit to you, your school/college, your state and HOSA.
2. Student conduct is the responsibility of the local chapter advisor. Students shall keep their advisors informed of their activities and whereabouts at all times. (HOSA Conference name badges shall be worn at **all times**.)
3. You are expected to attend all general sessions and other scheduled conference activities. Please be prompt and show respect to those in the audience and on stage.
4. Members are to report any accidents, injuries or illnesses to their local and/or state advisor immediately.
5. Members are expected to observe the designated curfew. (Curfew means being in your own room by the designated hour.)
6. If a student is responsible for stealing or vandalism, the student and his/her parents will be expected to pay any and all damages.
7. Members/participants attending the State and/or National Conference may not purchase, consume or be under the influence of alcohol or drugs at any time. Violators will be subject to stringent disciplinary action. This includes the privilege to attend future HOSA sponsored activities.
8. Students who disregard the rules will be subject to disciplinary action and will be sent home at their own expense. Parents will be notified.
9. Any long distance phone calls, charges to the room, etc. will be the responsibility of the individual student and/or parents.
10. Members are to abide by the NLC Attire Policy at all business sessions, general sessions, competitive events and other conference activities.

I have read the above Code of Conduct for HOSA conferences and agree to abide by these rules.

Print Name of Parent/Guardian	Parent/Guardian Signature	Date
Print Name of Student	Student Signature	Date
Name of High School Principal	Home Phone Number	Work Phone Number



International Leadership Conference Advisor Code of Conduct

The Advisor Code of Conduct is made available by the HOSA, Inc. Board of Directors for distribution by chartered associations as needed. Whether there is a signed agreement or not, these are the standards expected of all advisors and guests attending HOSA's International Leadership Conference.

ADVISOR CODE OF CONDUCT

1. HOSA Advisors project a positive and professional image of Health Science and Biomedical Science Education and HOSA to all those with whom they interact.
2. HOSA Advisors promote HOSA as a positive student experience; therefore, will act as a positive role model for students in dress, voice, attitude, actions, and demeanor.
3. HOSA Advisors are accountable to and for their students in all HOSA-related activities.
4. HOSA Advisors understand and follow established processes within the organization that protect the rights of all members.

HOSA advisors are proud of the standard of excellence they maintain for themselves and their students. Attendance at any HOSA function implies acceptance and practice of these standards.

CONSEQUENCES

1. Verbal reprimand by Advisors' Ethics Board.
2. Written reprimand with a copy to the chartered association HOSA Advisor/Supervisor and local administrator by the Advisors' Ethics Board.
3. Recommendation for dismissal from the International Leadership Conference Advisors' Ethics Board.
4. Recommendation for further action by the HOSA, Inc. Board of Directors.

I have read the above Code of Conduct for HOSA Advisors and agree to accept and practice these standards.

Signature _____ Date _____

Hotel Registration Form

SPRING LEADERSHIP CONFERENCE

IOWA-HOSA

Holiday Inn Downtown at Mercy Campus

1050 Sixth Avenue, Des Moines, IA 50314

March 17 -19, 2019

HOTEL REGISTRATION FORM

Please fill out below and fax to 515-288-1339 no later than February 22, 2019. Attention: Sales

Please type or key the information requested.

Chapter _____

School or College _____

Address _____
(Include Street, City and ZIP)

Advisor to Contact _____

Telephone Number Day _____ Night _____

Advisor's Signature _____
(person responsible for members attending Conference)

Official Check in time is 3:00 PM on Sunday, March 17, 2019. Please use this form as a worksheet to make room assignments and communicate with the hotel.

Arrival Date _____ Departure Date _____

Special Requests: _____
(Please note that this is a request and not a guarantee.)

Note: Cost of the room is \$151.14 WITH TAX. Please FAX this Registration Form to the Hotel.

Use the space below to assign individuals to Rooms. For each person in a room include name, address and phone number of contact at home.

Person	Room 1
1	
2	
3	
4	

Person	Room 2
1	
2	
3	
4	

Medical Liability Release Form

MEDICAL LIABILITY RELEASE FORM

DIRECTIONS: Due to legal restrictions, it is necessary that all delegates, parents/guardians, guests and HOSA Advisor complete this form as a prerequisite for eligibility to attend the 2017 HOSA Fall Leadership Conference, 2018 Spring Leadership Conference and the National Leadership Conferences. This form should be returned to your HOSA Chapter Advisor who will need to send it along with your conference registration materials to make the registration complete. These forms will need to be sent to National HOSA for all those attending and a copy will also remain in the State HOSA Advisor's Office.

1. The initial steps that students need to take are 1) complete the form and 2) give it to your local HOSA Advisor.

2. The steps that local HOSA Advisors need to take are 1) give forms to students to complete, 2) gather forms and send the completed forms along with registration forms from your school or college to the State Advisor,

Delegate Name _____		Parent/Guardian Name _____	
Home Address _____		_____	
Parent/Guardian			
Telephone Number	Home _____	Work	_____
Student's Physician Name _____			
Physician's Address _____			
Alternate Contact _____			
Telephone Number:	Home _____	Work	_____
Local Advisor _____		School Name _____	
Student is covered by group/medical insurance		Yes _____ No _____	
If yes, Name of insured _____		_____	
Group # _____		Policy # _____	
Please completely describe any medical condition which may recur or be a factor in medical treatment.			
a. Allergy _____		e. Physical Handicap _____	
b. Convulsions _____		f. Medical Reactions _____	
c. Blackouts _____		g. Disease of any kind _____	
d. Heart/Lung problems _____		h. Other (Be specific) _____	
If you are currently taking medication, please provide the following information.			
Name of Medication _____		Prescribing Physician and Phone Number _____	

LIABILITY RELEASE. I certify that the information described above is accurate and complete to the best of my knowledge. I understand that each individual is responsible for his/her own insurance coverage during this trip. I hereby release the National HOSA Board of Directors, the National Staff, State and Local HOSA Associations, and any designated individual in charge of the HOSA group or specific activity from any legal or financial responsibility with respect to my personal or my student/child's participation in **or contact with any known** element associated with an activity including competitive events.

PARENT/GUARDIAN: Please check **one of the following** and **sign your name**.

_____ I give my permission for immediate medical treatment as required in the judgment of the attending physician.
_____ Notify me and/or any persons listed above as soon as possible. I do not give permission for medical treatment
_____ until I have been contacted.

Parent/Guardian's Signature _____ Date _____
(Applicable for delegates under the age of 18 and then form must be signed by the parent or legal guardian.)

Student's Signature _____ Date _____

Advisor's Signature _____ Date _____

Name/Photo/Video/Audio Release Form

Project Description: Health Occupation Students of America Web Site and/or publications

Use: Information

I, _____, in consideration of using my name, photograph, videotape, or otherwise recording me, hereby grant to Iowa Health Occupation Students of America the irrevocable right and license to use my name, and/or likeness on the Iowa Health Occupation Students of America Web Site and/or Iowa Health Occupation Students of America Publications.

I agree to hold Iowa Health Occupation Students of America harmless against any liability, loss or damage resulting from the use of my name, image and/or voice, and hereby release and discharge Iowa Health Occupation Students of America from any and all claims whatsoever in connection with such use of my name, image and/or voice.

Please fill out this form completely and return it to your local HOSA Advisor.

Student's Name: _____
Please Print

Address: _____

City/State/Zip: _____

Telephone: _____

Student's Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

I do not want my son/daughter information published

Parent/Guardian Signature: _____ Date: _____



School Finance Report December 31, 2017

50% of the School Year Complete

	Current Budget (amended)	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$57,300,000			\$4,515,622	\$4,499,464	\$19,915,805	34.8%		\$37,384,195		
2) Support Services(2000-2999)	\$27,606,000			\$2,129,421	\$2,105,690	\$11,429,621	41.4%		\$16,176,379		
3) Non-Instructional(3000-3999)	\$4,176,000			\$373,542	\$324,492	\$1,428,252	34.2%		\$2,747,748		
4) Other Expenditures((4000-5299)	\$20,131,272			\$973,373	\$2,210,454	\$12,072,412	47.0%	w/o transf	\$8,058,860		
Total	\$109,213,272			\$ 7,991,959	\$ 9,140,101	\$ 44,846,089	38.7%	w/o transf	\$64,367,183		
Interfund Transfers	\$6,250,690			\$ 507,456	\$ 419,582	\$2,605,095	41.7%		\$3,645,595		
Operating Fund-10	\$83,117,078	\$10,394,825	\$34,929,481	\$6,807,798	\$6,493,567	\$29,885,711	36.0%		53,231,367	5,043,770	15,438,595
Activity-21	\$1,600,000	\$760,424	\$535,620	\$75,104	\$79,113	\$505,291	31.6%		1,094,709	30,330	790,754
Management-22	\$1,201,000	\$2,021,542	\$534,793	\$0	\$1,171	\$1,004,731	83.7%		196,269	(469,937)	1,551,605
PERL-24	\$466,000	\$450,338	\$143,349	\$5,207	\$10,719	\$99,730	21.4%		366,270	43,619	493,958
SAVE-33	\$5,425,000	\$6,623,707	\$3,016,907	\$458,285	\$1,536,902	\$4,960,920	91.4%		464,080	(1,944,013)	4,679,695
Other Capitol Projects-35	\$0	\$0	\$0	\$0	\$0	\$0	0.0%		0	0	0
PPEL-36	\$2,865,000	\$871,058	\$1,901,763	\$155,758	\$61,092	\$1,557,928	54.4%		1,307,072	343,834	1,214,892
Debt Service-40	\$10,389,194	\$4,339,699	\$4,493,319	\$112,159	\$629,432	\$5,381,203	51.8%		5,007,991	(887,885)	3,451,814
Nutrition-61	\$3,750,000	\$1,052,889	\$1,357,139	\$358,105	\$310,477	\$1,320,746	35.2%		2,429,254	36,392	1,089,282
Aquatic Center-65	\$350,000	\$148,469	\$77,867	\$15,494	\$11,728	\$109,371	31.2%		240,629	(31,504)	116,965
Student Store-68	\$50,000	\$1,748	\$37,586	\$4,049	\$5,901	\$20,459	40.9%		29,541	17,127	18,875
Total	\$109,213,272	\$26,664,699	\$47,027,824	\$7,991,959	\$9,140,101	\$44,846,089	41.1%		64,367,183	2,181,735	28,846,434
Interfund Transfers	\$6,250,690		\$2,605,095	\$507,456	\$419,582	\$2,605,095	0.0%		3,645,595		

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2017-2018

Date Range: 12/01/2017 - 12/31/2017

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0001.0000.000.0000.101000	CASH IN BANK	16,431,847.15	14,627,393.78	16,646,089.45	14,413,151.48
10.0002.0000.000.0000.101000	CASH IN BANK	2,521.06	20,000.84	0.00	22,521.90
10.0008.0000.000.0000.101000	CASH IN BANK	0.00	10,000,464.66	9,000,000.00	1,000,464.66
21.0001.0000.000.0000.101000	CASH IN BANK	0.00	4,767.39	4,767.39	0.00
21.0002.0000.000.0000.101000	CASH IN BANK	813,054.43	232,726.58	260,468.03	785,312.98
22.0006.0000.000.0000.101000	CASH IN BANK	1,526,692.15	24,912.65	0.00	1,551,604.80
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	3,055.54	3,055.54	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	492,305.25	6,929.83	5,207.02	494,028.06
33.0000.0000.000.0000.111010	1.885 REV BOND RESERVE CD	1,885,000.00	0.00	0.00	1,885,000.00
33.0000.0000.000.0000.111012	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	742,638.06	583,295.64	458,284.82	867,648.88
36.0003.0000.000.0000.101000	CASH IN BANK	1,280,711.63	89,938.91	155,758.46	1,214,892.08
40.0003.0000.000.0000.101000	CASH IN BANK	2,964,188.75	599,784.21	112,158.75	3,451,814.21
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	211,806.27	211,806.27	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	1,432,574.08	362,533.01	514,035.98	1,281,071.11
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	10,401.48	10,401.48	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	122,912.17	12,585.89	16,028.29	119,469.77
68.0002.0000.000.0000.101000	CASH IN BANK	12,611.29	10,312.70	4,048.92	18,875.07
		<u>29,618,139.94</u>	<u>26,800,909.38</u>	<u>27,402,110.40</u>	<u>29,016,938.92</u>

End of Report

School Finance Report December 31, 2018

50% of the School Year Complete

	Current Budget (amended)	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$59,800,000			\$4,954,162	\$4,794,577	\$21,451,644	35.9%		\$38,348,356		
2) Support Services(2000-2999)	\$28,955,000			\$2,182,230	\$2,077,224	\$11,646,104	40.2%		\$17,308,896		
3) Non-Instructional(3000-3999)	\$4,380,000			\$378,210	\$364,636	\$1,451,276	33.1%		\$2,928,724		
4) Other Expenditures((4000-5299)	\$20,166,613			\$487,346	\$388,870	\$7,613,319	37.8%		\$12,553,294		
5) Interfund Transfers	\$6,249,222			\$496,988	\$419,524	\$2,594,611	41.5%		\$3,654,611		
Total	\$119,550,835			\$8,498,936	\$8,044,832	\$44,756,954	37.4%		\$74,793,881		
Operating Fund-10	\$86,491,613	\$9,971,656	\$36,309,284	\$7,031,825	\$7,011,087	\$30,957,658	35.8%		55,533,955	5,351,626	15,323,282
Activity-21	\$1,700,000	\$784,803	\$951,699	\$350,148	\$103,781	\$878,014	51.6%		821,986	73,685	858,487
Management-22	\$1,265,000	\$2,110,684	\$626,838	\$0	\$0	\$970,160	76.7%		294,840	(343,322)	1,767,361
PERL-24	\$495,000	\$542,570	\$152,935	\$1,943	\$12,983	\$111,044	22.4%		383,956	41,891	584,461
SAVE-33	\$10,634,294	\$5,848,876	\$3,440,796	\$426,166	\$419,524	\$3,747,515	35.2%		6,886,779	(306,718)	5,542,158
Other Capital Projects-31	\$0	\$0	\$10,099,696	\$167,340	\$0	\$167,340	#DIV/0!		(167,340)	9,932,356	9,932,356
PPEL-36	\$4,514,928	\$1,134,947	\$1,979,860	\$123,923	\$32,499	\$1,588,458	35.2%		2,926,470	391,402	1,526,349
Debt Service-40	\$10,100,000	\$4,078,964	\$4,539,386	\$17,313	\$97,144	\$4,870,279	48.2%		5,229,721	(330,893)	3,748,071
Nutrition-61	\$3,950,000	\$1,020,434	\$1,504,202	\$355,817	\$336,626	\$1,311,663	33.2%		2,638,337	192,540	1,212,973
Aquatic Center-65	\$350,000	\$155,813	\$83,162	\$18,458	\$20,197	\$128,069	36.6%		221,931	(44,907)	110,905
Student Store-68	\$50,000	\$5,527	\$35,757	\$6,003	\$10,990	\$26,755	53.5%		23,245	9,003	14,530
Total	\$119,550,835	\$25,654,272	\$59,723,616	\$8,498,936	\$8,044,831	\$44,756,954	37.4%		74,793,881	14,966,662	40,620,934

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2018-2019

Date Range: 12/01/2018 - 12/31/2018

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0001.0000.000.0000.101000	CASH IN BANK	15,517,027.93	5,471,091.12	6,743,506.33	14,244,612.72
10.0002.0000.000.0000.101000	CASH IN BANK	5,045.54	5.44	0.00	5,050.98
10.0008.0000.000.0000.101000	CASH IN BANK	1,014,605.98	1,585.57	0.00	1,016,191.55
21.0001.0000.000.0000.101000	CASH IN BANK	(219.86)	5,442.56	5,222.70	0.00
21.0002.0000.000.0000.101000	CASH IN BANK	1,101,285.27	320,957.83	569,420.73	852,822.37
22.0006.0000.000.0000.101000	CASH IN BANK	1,739,171.73	28,190.05	0.00	1,767,361.78
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	3,135.09	3,135.09	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	579,370.21	11,002.66	5,543.57	584,829.30
31.0003.0000.000.0000.101000	CASH IN BANK	0.00	100,000.00	167,340.00	(67,340.00)
31.0008.0000.000.0000.101000	ISJIT \$10 Million GO Bond	0.00	9,999,696.00	0.00	9,999,696.00
33.0000.0000.000.0000.111010	1.885 REV BOND RESERVE CD	1,885,000.00	0.00	0.00	1,885,000.00
33.0000.0000.000.0000.111012	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	1,505,022.61	609,556.69	429,318.70	1,685,260.60
36.0003.0000.000.0000.101000	CASH IN BANK	1,555,458.83	96,743.14	125,853.06	1,526,348.91
40.0003.0000.000.0000.101000	CASH IN BANK	3,173,589.51	594,229.63	19,748.20	3,748,070.94
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	180,918.90	180,918.90	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	1,742,542.99	313,428.12	491,228.22	1,564,742.89
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	10,659.59	10,659.59	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	115,922.94	22,054.40	19,684.55	118,292.79
68.0002.0000.000.0000.101000	CASH IN BANK	11,514.52	9,399.41	6,384.37	14,529.56
		<u>31,856,422.12</u>	<u>17,778,096.20</u>	<u>8,777,964.01</u>	<u>40,856,554.31</u>

End of Report

School Board
Regular Meeting Minutes
January 28, 2019

100: Call to Order and Determination of a Quorum

The Linn-Mar Community School District Board of Education regular meeting was called to order at 7:01 PM in the media center of Oak Ridge Middle School. Roll was taken to determine a quorum. Present: AbouAssaly, Isenberg, Lausen, Mehaffey, Nelson, Wall and Weaver.

200: Adoption of the Agenda *Motion 112-01-28*

Motion by AbouAssaly to adopt the agenda as presented, second by Mehaffey. Voice vote, all ayes. Motion carried.

300: Audience Communications

No audience communications received.

400: Public Hearing:

A public hearing was held regarding the proposed plans and specifications for the Bowman Woods Elementary classroom renovation project. No audience communications received.

500: Informational Reports:

501: Update on 5th/6th Grade Building Design – Exhibit 501.1

Representatives from OPN Architects presented an update on the 5th/6th grade building interior and exterior designs, site plans, and floor plans. The board discussed traffic flow and parking issues.

502: FY2020 Budget Assumptions – Exhibit 502.1

JT Anderson, Chief Financial/Operating Officer, provided a preliminary report on the fiscal year 2020 budget assumptions that included a review of the tax levy formula, five-year projections, and State Supplemental Aid.

503: Finance/Audit Committee – Jan 24th

No report shared as all information was covered during agenda item #502.

504: Cabinet Update – Exhibit 504.1

Superintendent Bisgard clarified that the district calendar has been based on student hours for the last few years and that there are 51 extra student hours built into the district calendar to cover weather cancellations/delays/early dismissals. The Cabinet will track and review the total student hours missed for weather up until spring break and, afterwards, will present a proposal to the board for approval regarding student makeup days, if needed, as well as teacher makeup days (teachers are contracted for 191 days).

600: Unfinished Business

601: Approval of Specifications for BW Classroom Renovation Project Motion 113-01-28 Exhibit 601.1
Motion by Lausen to approve the plans and specifications for the Bowman Woods classroom renovation project to be let for bids on February 19, 2019, at 2:00 PM, second by Weaver. Voice vote, all ayes. Motion carried.

700: New Business

701: Establishment of Public Hearing Motion 114-01-28

Motion by Lausen to set a public hearing for 7:00 PM on February 11, 2019, for approval of the proposed plans and specifications for the Wilkins Elementary roof project, second by Wall. Voice vote, all ayes. Motion carried.

702: Open Enrollment Requests Motion 115-01-28

Motion by Lausen to approve the open enrollment requests as presented, second by Weaver. Voice vote, all ayes. Motion carried.

Denied IN

Name	Grade	Resident District	Reason
Lahr, Andrew	8 th	Center Point-Urbana CSD	Lack of space

Approved OUT

Name	Grade	Requested District	Reason
Murray, Jack	4 th	Cedar Rapids CSD	Good cause

800: Consent Agenda Motion 116-01-28

Motion by Lausen to approve the consent agenda as presented, second by Wall. Voice vote, all ayes. Motion carried.

801: Personnel

Certified Staff: Resignation

Name	Assignment	Dept Action	Reason
Condon, Sherri	HS: Foreign Language Teacher	6/3/19	Early Separation
Crawford, Barbara	BW: Reading Teacher	6/3/19	Early Separation
Goodell, Todd	HS: Academic Assistance Counselor	6/3/19	Early Separation
Hershner, Susan	OR: Student Support Services Teacher	6/3/19	Early Separation
Jacobs, Bradley	OR: Math Teacher	6/3/19	Early Separation
Kesl, Carol	WE: 4 th Gr Teacher	6/3/19	Early Separation
King, Rhonda	WF: 1 st Gr Teacher	6/3/19	Early Separation
King, Steven	EX: Band Teacher	6/3/19	Early Separation
Kuchera, Shari	WF: 2 nd Gr Teacher	6/3/19	Early Separation
Liechty, Deb	EH: Reading Teacher	6/3/19	Early Separation
Ollinger, Audrey	HS: Math Teacher	6/3/19	Early Separation
Piche, Kimberly	HS: Math Teacher	6/3/19	Retirement
Pilcher, Craig	HS: Science Teacher	6/3/19	Retirement
Schneekloth, Sandra	BW: 5 th Gr Teacher	6/3/19	Early Separation
Sheronick, Negebe	OR: 6 th Gr Teacher	6/3/19	Early Separation
Slater, Laurie	OR: 6 th Gr Teacher	6/3/19	Early Separation
Soukup, Sheri	EH: 5 th Gr Teacher	6/3/19	Early Separation
Stamp, Timothy	OR: PLTW Teacher	6/3/19	Early Separation
Vogel, Janice	NE: Early Childhood Teacher	6/3/19	Early Separation
Vogt, Norma	OR: Family Consumer Science Teacher	6/3/19	Early Separation
Wirtjes, Julianne	WF: 2 nd Gr Teacher	6/3/19	Early Separation

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Kimmel, Diana	HS: From Student Support Assoc to General Ed Asst	1/15/19	LMSEAA I, Step 7
Pratchett, Katherine	HS: From Student Support Assoc to Student Supervisor	1/15/19	\$15.00/hour
Pulis, Candida	HS: Student Support Associate	1/28/19	LMSEAA II, Step 9

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Bahler, Betsy	HS: Student Support Associate	1/25/19	Relocation
Deeds, Linda	LG: Custodian	2/1/19	Resignation
Downey, Peggy	NS: WE General Help	1/16/19	Personal
Flood, Eileen	HS: Copy Center Technician	3/29/19	Retirement
Scherbaum, Brandon	WF: Custodian	1/11/19	Other Employment
Steffen, Jayden	AC: Aquatic Instructor	1/14/19	Personal

Co/Extra-Curricular: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Livadaru, Tudor	HS: JV Girls' Soccer Coach	3/18/19	\$3,213
Wright, Cole	HS: Head 9 th Gr Baseball Coach	1/11/19	\$4,285

Co/Extra-Curricular: Resignation

Name	Assignment	Dept Action	Reason
Downing, Betsy	HS: Assistant Volleyball Coach	1/11/19	Personal
Goodell, Todd	HS: Head Girls' Cross Country Coach	1/17/19	Retirement
Nelson, Carlos	HS: Assistant Varsity Girls' Track Coach	1/18/19	Other Employment

802: Approval of January 14th Minutes – Exhibit 802.1

803: Approval of Bills – Exhibit 803.1

804: Approval of Contracts – Exhibits 804.1-10

1. Amendment to agreement for statewide preschool with Collins Aerospace Day Academy
2. Independent contractor agreement with Davis Churchman
3. Independent contractor agreement with Emma Erner
4. Independent contractor agreements (two agreements) with Ryan Hoagland
5. Independent contractor agreement with Jordan Makinster
6. Independent contractor agreement with Shawn Poellet
7. Non-commercial licensing agreement with Chad Schweitzer, Head Coach BU White Baseball
8. Non-commercial licensing agreement with Kim Buske, Director LM Prowl Softball
9. Independent contractor agreement with Noah Perkins
10. Commercial licensing agreement with Dan Dickman, VP of BSN Sports LLC.
11. Interagency agreements for special education with Alburnett CSD (1) and Marion Independent (1). *For student confidentiality, exhibits not provided.*

805: Excursion/Fieldtrip Request – Exhibit 805.1

Request from Health Occupation Students of America (HOSA) to attend the state leadership conference in Des Moines on March 17-19, 2019.

806: Financial Reports – Exhibits 806.1-2

1. Financials and Cash Balance Report as of 12/31/2017
2. Financials and Cash Balance Report as of 12/31/2018

807: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: hydraulic power unit, ATV tires, a safe, pull-down maps, and a bus.*

900: Board Communications/Calendar/Committees/Advisories

901: Board Communications

902: Board Calendar

Date	Time	Event	Location
January 31	11:30 AM	Marion State of the City Luncheon	Cedar Rapids Marriott
Date	Time	Event	Location
February 5	9:00 AM	IASB Day on the Hill	Des Moines
February 5	4:00 PM	Marion City Council Work Session	City Hall
February 7	5:30 PM	Marion City Council	City Hall
February 8	11:30 AM	Policy Committee	Superintendent's Conference Room
February 11	5:00 PM	Board Work Session	LRC Boardroom
	7:00 PM	Board Regular Meeting	
February 16	8:30 AM	Coffee & Conversation	Linn Grove Media Center
February 19	4:00 PM	Marion City Council Work Session	City Hall
February 20	11:30 AM	Board Visit	Compass
February 21	7:30 AM	Finance/Audit Committee	LRC Room 203
February 21	5:30 PM	Marion City Council	City Hall
February 25	5:00 PM	Board Work Session	LRC Boardroom
	7:00 PM	Board Regular Meeting	

903: Committees/Advisories

Committees/Advisories	Board Representatives
Finance/Audit Committee	AbouAssaly, Lausen, and Nelson
Policy/Governance Committee	Isenberg, Wall, and Weaver
Career & Technical Education Advisory Committee (CTE)	Nelson and Mehaffey
School Improvement Advisory Committee (SIAC)	AbouAssaly and Mehaffey
Iowa BIG Advisory Board	Isenberg
Linn County Conference Board	Lausen
Facilities Advisory Committee	Nelson and AbouAssaly

1000: Adjournment *Motion 117-01-28*

Motion by Lausen to adjourn the regular meeting at 8:42 PM, second by Wall. Voice vote, all ayes.
Motion carried.

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer