



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Jared Rogers, 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:** Rehearse and perform with LMHS Symphony Orchestra _____
2. **GROUP/DEPARTMENT WORKING WITH:** _____ LMHS Orchestra Department _____
3. **AMOUNT OF PAYMENT:** _____ \$300.00 _____

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 3/10/20, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The 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 these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the 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. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the 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 the 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 the 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:** The 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 the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the 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 the IC, or as a result of failure to pay any employment or income taxes arising out of the 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's 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 _____, 20____ and shall continue in effect until _____ March _____, 20____, 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, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the 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 is signed and dated this FEBRUARY day of 20, 2020.

Independent Contractor Signature:



 Title: Singer

Linn-Mar CSD Representative Signature:

 Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302



Code 603.3-R2

ADMINISTRATIVE REGULATIONS REGARDING
FIELDTRIPS AND EXCURSIONS – REQUEST FORM

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

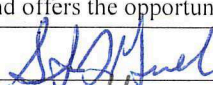

- Overnight trips involving high school students will require the prior approval of a high school administrator and the superintendent, or designee.
- Overnight trips for the middle and elementary school students will require the prior approval of the Board of Directors.

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

Fieldtrip Criteria:

The following checklist *must be* submitted for overnight trips along with the required documentation:

Fieldtrip Group: Robotics (HS) Submitted by: Dan Niemitalo
(Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Yes	No
Purpose	Required	The purpose of the fieldtrip/work site visit is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference: Board Policy 603.3		
Pre-Planning	Required	There is evidence of pre-planning that will maximize the learning experiences of students on this fieldtrip/work site visit. This should include a prior visit by the teachers in charge. This could include evidence that a conscious decision has been made as to whether this fieldtrip/work site visit or excursion is an initial common experience or a culminating experience.		
Follow-up	Required	There is evidence of planning for follow-up in order to maximize the learning experiences of students on this fieldtrip/work site visit or excursion.		
Assessment	Required	There is evidence that students will be required to demonstrate their understanding of the learning/s expected from this experience.		
Funding	Required	A source of funding has been determined that meets Department of Education and District guidelines. Reference: Board Policy 603.3		
Common Experience	Recommended	This fieldtrip/work site visit is a common experience that all students at this grade level or activity group should have.		
Multi-disciplinary	Recommended	This fieldtrip/work site visit, excursion addresses more than one curricular area and offers the opportunity for curriculum integration.		
School Administrator Approval			Date	<u>2/27/2020</u>
District Administrator Approval			Date	<u>2-27-20</u>
Board Approval			Date	

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

Adopted 2/1/99 Reviewed 9/08; 7/11; 9/12; 9/13; 2/15 Revised 10/08; 1/10; 8/16

Purpose of Field Trip

Linn-Mar Robotics Mission Statement:

Empowering students to become technology leaders through experiential learning and mentorship.

Our team's activities flow from our mission statement. This competition trip meets our goals in a variety of ways.

- Attempt to defend our regional championship from 2019.
- Interact with teams from our home state of Iowa. Iowa FRC has gotten considerably stronger in the past few years, so we have some great programs to visit with.
- Provide students with experiences that are similar in many ways to the business world; that includes communicating in a professional manner with people from other organizations, solving problems on a tight time table, using technical knowledge in a high pressure situation, communicating our team's story in a compelling way in judge interviews, looking for best practices within other organizations, marketing our team and our "product" to other organizations, and more.
- Practice leadership in a variety of settings within the competitions; that includes leading the scouting effort, leading the drive team, organization the pits, acting as a safety captain, and more.
- Practice many of the relevant technical and non-technical skills we have been working on in LM Robotics, including troubleshooting, programming, problem solving, communication, and data management.
- Attempt to advance to a FIRST World Championship event in April 2020 in Detroit. Attending this event would be a very inspiring opportunity for all students involved.

Pre-Planning

Every student will be assigned one or more roles prior to the trip. These role descriptions include preparation that is to be done prior to the trip. All of the roles include a follow-up component, such as reporting to the team on best practices learned from other teams.

Roles have been provisionally assigned (attached), but in the coming weeks we will refine these roles as the competition approaches.

Assessment

The trip will be assessed in multiple ways. The competitive success of the team is one such measure; we hope to rank highly enough to be alliance captains, then advanced through elimination rounds and win the tournament.

After we return from the event, we will have a significant debriefing meeting with the team. Students in the various roles will discuss their findings, and we will create a list of resulting tasks to be done.

One of the benefits of this event is that it can inform our future work. We will use what we learn on this trip to direct our FRC team's workload in the coming weeks and months.

Follow-Up

This is our second official FRC regional competition event of the 2020 season. After this event, we hope to be qualified for the FIRST World Championship in Detroit.

After our season, we will evaluate our program on multiple levels. The following are some 2020 specific topics that we are thinking about as we look to improve for the future:

- Organizing and empowering mentors so they can get more students involved at a deep level
- Optimizing build season schedule so we get the robot done early and compete better
- Continue to evaluate and maximize our use of 3D printing, including continuing to put the students in charge of the process as much as possible
- Report our season's successes to sponsors and other community partners
- Develop offseason training to bring in the next group of students as our seniors get ready to graduate

Funding – Travel

Travel expenses (approx \$210 per students) are paid for by students' families. The trip is optional, and we will explore scholarship possibilities if students have a financial need and want to attend.

Projected expenses are as follows:

Hotel Rooms (9 rooms x 2 nights):	\$2300
Van rentals (4 vans x 5 days):	\$1100
Van & Truck gas:	\$400
Group lunch / breakfast food / stadium pizza for group	\$200
Approximate Total:	\$4000

With approximately 22 students attending, this puts the cost per student at approximately \$180 per student. Students will pay for the costs before the trip. Students will also be responsible for bringing money along for three supper meals (approximately \$45).

Travel is funded primarily by by students' families and paid out of the LM Robotics HS clubs account.

Funding – Other Expenses

The registration fees for a second FRC regional (\$4,000) and materials costs related to this event are paid out of the LM Robotics general budget.

LM Robotics' general budget (HS clubs account 21.0109.1900.950.7426) is funded in a variety of ways:

- Donations and grants from businesses and non-profit organizations
- Donations from individual families and mentors
- Student member dues to purchase shirts
- LM Booster Club support
- Fundraising through summer robotics camps

Common Experience

The competitions are the most exciting and energizing parts of our endeavors. These competitions motivate students to work very hard and achieve some impressive things. Often when students come back from their very first competition, they come back with a higher level of motivation and go on to become stronger contributors. Also, competitions give them some experiences that they don't get in the shop. For example, they work cooperatively with allies from other schools even as they compete with them (FIRST refers to this highly workplace-relevant dynamic as "coopertition"). They act as ambassadors to introduce spectators to FIRST and its goals and principles. They give their award presentations to judge panels. They work to solve tricky unexpected problems in the very short time available – often just minutes.

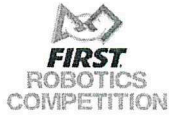
FIRST emphasizes an ethos of Gracious Professionalism at all meetings and events related to FIRST. Students and mentors are expected to behave professionally, but also to relate in a friendly and helpful way to everybody, including competitors. It is common to see one team helping another team at events, even if they know they will face each other in the next match. The goal is for everybody to compete at an increasingly high level. Gracious Professionalism is a standard of behavior that will serve students very well when they become technology leaders.

Multi-Disciplinary:

The students will use and be exposed to many different STEM skills on any robotics trip; those include mechanical design, programming, and electronics. Beyond the many STEM skills, they also put their communication, leadership, and interpersonal skills to the test. The scouting team organizes itself complete a marathon of data collection, and then they have to organize and disseminate that data using a combination of paper, face to face communication, and our web based data collection application. The drive team has to assert itself tactfully to advocate for the best strategies for our team and for our entire alliances, even when the alliance partners may sometimes start off with dearly held, yet suboptimal strategic plans. The pit crew must work safely yet quickly and effectively to keep the robot running even when they have only minutes to work. The software team has to keep their cool and maintain their creativity as they tackle vexing bugs that pop up at the least convenient times. Business oriented members of the team will focus partly on scouting other team's organizational and business practices with plans to share ideas with our team later on. ALL students will be required to frequently practice effective communication with people they don't know.

2020 Iowa Regional Trip Itinerary
FIRST Robotics Competition (FRC)
Cedar Falls, IA

<p>Thursday, 03/26/20</p> <p>6:00 AM Meet at LMHS Shop (Door 6) 6:30 AM Depart from LMHS 7:40 AM Arrive at Arena 7:45 AM Unload / setup pits (5 people) 8:30 AM Registration Maintenance Pits open Robot Inspection 9:00 AM Driver's Meeting 11:00 AM Lunch at arena 12:00 PM Practice Matches Begin 6:30 PM Practice Matches End 7:00 PM Supper near hotel (tentatively) 8:00 PM Pits close (we may leave earlier) 9:00 PM Team meeting 10:30 PM In rooms 11:00 PM Lights Out</p>	<p>Friday, 03/27/20</p> <p>7:00 AM Breakfast at hotel 7:30 AM Leave hotel 8:00 AM Arrive at Arena Pits Open 8:30 AM Opening Ceremonies 9:00 AM Qualification Matches begin 12:00 PM Lunch in arena 1:00 PM Matches Resume 5:45 PM Awards ceremony 6:15 PM Pits closed after ceremony 7:00 PM Pizza at hotel 8:00 PM Scouting meetings 10:30 PM In rooms 11:00 PM Lights out</p> <p>Saturday, 03/28/20</p> <p>7:00 AM Check Out + Breakfast at hotel 7:30 AM Leave hotel 8:00 AM Arrive at arena, pits open 8:30 AM Opening Ceremonies 9:00 AM Seeding Matches Resume 12:15 AM Alliance Selections for Finals 12:30 PM Lunch in arena 1:30 PM Final Rounds 4:30 PM Awards Ceremony 6:00 PM Bag Robot, load vans 6:30 PM Pits close, Depart for home 6:45 PM Supper on the road 8:45 PM Arrive back at LMHS</p>				
<p>Hotel Comfort Suites 7402 Nordic Drive, Cedar Falls, IA (319) 273-9999</p>	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;">Competition Arena</td> <td style="width: 50%; vertical-align: top;">Pit Areas</td> </tr> <tr> <td style="border: none;">McLeod Center 2501 Hudson Road Cedar Falls, IA</td> <td style="border: none;">UNI Dome 2401 Hudson Road Cedar Falls, IA</td> </tr> </table>	Competition Arena	Pit Areas	McLeod Center 2501 Hudson Road Cedar Falls, IA	UNI Dome 2401 Hudson Road Cedar Falls, IA
Competition Arena	Pit Areas				
McLeod Center 2501 Hudson Road Cedar Falls, IA	UNI Dome 2401 Hudson Road Cedar Falls, IA				
<p>Transportation Travel via rental vans from Budget Rental</p>	<p>Coach Contact Info Dan Niemitalo: 319-400-2730</p>				



2020 REGIONAL SCHEDULE

IOWA REGIONAL

Competition Schedule

Activities Schedule

Wednesday, March 25, 2020	
6:00PM-8:00PM	5 Team Reps to Load In and Set Up Pits

Thursday, March 26, 2020	
7:45AM	5 Team Reps to Load In
8:30AM	Pits, Machine Shop, Registration and Inspection Open
9:00AM-11:00AM	Driver's Meeting, Field Open for Measurement and Calibration
11:00AM-12:00PM	Lunch
12:00PM-6:30PM	Practice Matches
8:00PM	Pits and Machine Shop Close

Friday, March 27, 2020	
8:00AM	Pits and Machine Shop Open
8:30AM-9:00AM	Opening Ceremonies
9:00AM-12:00PM	Qualification Matches
12:00PM-1:00PM	Lunch
1:00PM-5:45PM	Qualification Matches
5:45PM-6:15PM	Awards Ceremony
~6:30PM**	Pits and Machine Shop Close immediately following Awards Ceremony

Saturday, March 28, 2020	
8:00AM	Pits and Machine Shop Open
8:30AM-9:00AM	Opening Ceremonies
9:00AM-12:15PM	Qualification Matches
12:15PM-12:30PM	Alliance Selections
12:30PM-1:30PM	Lunch
1:30PM-4:30PM	Playoff Matches
4:30PM-6:00PM	Awards Ceremony
6:30PM	Pits Close

Thursday, March 26, 2020	
1:00PM-4:00PM	Scholarship Row

Friday, March 27, 2020	
9:00AM-10:00AM	Invited Guest Event
10:00AM-4:00PM	Scholarship Row
~6:30PM**-10:00PM	Team Social

Saturday, March 28, 2020	
9:30AM-11:30AM	FIRST LEGO League, Jr. Expo
10:00AM-1:30PM	FIRST LEGO League Demonstration
10:00AM-1:30PM	FIRST Tech Challenge Demonstration
10:00AM-1:30PM	Scholarship Row

**Schedule subject to change. All times are estimated based on flow of rounds.
See Pit Administration table for updated times.