



Inspire Learning.  
Unlock Potential.  
Empower Achievement.

**School Board Work Session Minutes  
November 9, 2020**

**100: Call to Order and Determination of a Quorum**

The Linn-Mar School Board work session was called to order at 5:00 PM in the boardroom of the Learning Resource Center (2999 N 10<sup>th</sup> St, Marion) and via ZOOM. Roll was taken to determine a quorum. Present: Buchholz, Isenberg, Morey, Nelson, Wall, and Weaver. Lausen attended virtually. Administration present: Bisgard, Anderson, Christian, and Ramos. Wear attended virtually. Administration absent: Breifelder.

**200: Adoption of the Agenda *Motion 055-11-09***

**MOTION** by Weaver to adopt the agenda, as presented. Second by Buchholz. Voice vote, all eyes. Motion carried.

**300: Work Session**

**301: Teaching & Learning Academic Update– Exhibit 301.1**

Associate Superintendent/Chief Academic Officer Nathan Wear shared an overview of student academics during COVID including instruction days, attendance numbers, prioritizing standards across all grade levels, the Family Choice Model (online learning only) enrollment information, and academic data for all grades. Wear also shared an overview of how the district is providing social and/or emotional screenings as check-ins for family wellness during these stressful times. Steve Goodall, LMHS Associate Principal and Compass/Atlas Director, was joined by the Compass/Atlas staff who shared highlights of both programs.

**400: Adjournment *Motion 056-11-09***

**MOTION** by Buchholz to adjourn the work session at 6:26 PM. Second by Morey. Voice vote, all eyes. Motion carried.

---

Sondra Nelson, Board President

---

JT Anderson, Board Secretary/Treasurer

**School Board Regular Meeting Minutes  
November 9, 2020**

**100: Call to Order and Determination of a Quorum**

The Linn-Mar School Board regular meeting was called to order at 7:00 PM in the boardroom of the Learning Resource Center (2999 N 10<sup>th</sup> Street, Marion) and via YouTube. Roll was taken to determine a quorum. Present: Buchholz, Isenberg, Morey, Nelson, and Weaver. Absent: Lausen and Wall. Administration present: Bisgard, Anderson, Christian, and Ramos. Wear attended virtually. Administration absent: Breitfelder.

**200: Adoption of the Agenda *Motion 057-11-09***

**MOTION** by Buchholz to adopt the agenda, as presented. Second by Weaver. Voice vote, all ayes. Motion carried.

**300: Special Recognition**

Steve Goodall, LMHS Associate Principal and Director of Compass Alternative Center, shared a special recognition of Patrick Lampe, LM Compass Teacher, for being selected as the recipient of the Alternative School Teacher of the Year award.

**400: Audience Communications**

JT Anderson, Board Secretary/Treasurer, read aloud the following audience communications that were submitted electronically:

- John Gardner, spouse of LM employee, request to move to virtual learning
- Jill Ehls, LM parent, request to move to hybrid or virtual learning for elementary students
- Jennifer Digmann, LM parent, Question asking if Family Choice Model families can rescind their requests to return to onsite learning for second quarter due to increasing COVID numbers
- Tiffany DeBow, LM parent, request to move to virtual learning
- Roisin Delaney, concerns over School Messenger system and returning to onsite learning
- Vanessa Renaud, LM parent, request to move to virtual learning

**500: Informational Reports/Discussions**

**501: Board Visit**

Board members enjoyed their October 29<sup>th</sup> visit to Hazel Point Intermediate and seeing the students and staff engaging in learning with the newest technology that Hazel Point offers.

**502: School Improvement Advisory Committee**

No report was given on the November 4<sup>th</sup> SIAC meeting.

**503: Marion City Council**

No report was given on the November 5<sup>th</sup> Marion City Council meeting.

504: Cabinet Update – Exhibit 504.1

Superintendent Shannon Bisgard congratulated the staff for their hard work in adapting to our new learning environment and making the first quarter a success for the students.

505: Review of Return to Learn Plan/COVID Metrics

Superintendent Bisgard reported that the COVID numbers within the district are changing just as fast as the community numbers. As of today, Linn County has a positivity rate of 21.8% and the district has a student absentee rate of 5% (not including the students in quarantine). Bisgard reported the challenge is having enough employees to staff the buildings and shared that Excelsior Middle School has been hit hard on staffing shortages.

The board discussed the following options regarding the Return to Learn Plan:

1. Stay with the current learning models of Onsite Learning for PreK-6 and Hybrid Learning for 7-12;
2. Transition PreK-6 back to the A/B Hybrid Learning model; and/or
3. File a waiver with the Department of Ed to go fully online for the maximum amount of time set by the State; which is two weeks.

After some discussion, Bisgard recommended the following to which the board was in agreement:

- Excelsior Middle School will transition to the Online Learning Model beginning Wednesday, November 11<sup>th</sup> through Monday, November 30<sup>th</sup>;
- PreK-6 grade students will transition back to the A/B Hybrid Model beginning Monday, November 16<sup>th</sup> through Tuesday, December 22<sup>nd</sup>;
- 7-12 grades will remain in their current Hybrid Model; and
- Students in the Family Choice Model will remain in their current model, unless they requested to return to onsite learning for the second quarter.

Superintendent Bisgard and the board will continue to closely monitor the COVID statistics to aid in their decisions regarding the Return to Learn Plan and adjustments will be made, when deemed necessary, to ensure a safe and healthy learning environment for the students and staff.

**600: Unfinished Business**

**700: New Business:**

701: Early Graduation Request – Exhibit 701.1 ***Motion 058-11-09***

**MOTION** by Buchholz to approve the early graduation request for Sophia Kepros Caballero, as presented. Second by Weaver. Voice vote, all ayes. Motion carried.

702: Open Enrollment Requests ***Motion 059-11-09***

**MOTION** by Weaver to approve the open enrollment requests, as presented. Second by Morey. Voice vote, all ayes. Motion carried.

***Approved OUT***

<b>Name</b>	<b>Grade</b>	<b>Requested District</b>	<b>Reason</b>
Meeks, Alivia	2 <sup>nd</sup>	Cedar Rapids CSD	Good cause
Rose, Kashmira	1 <sup>st</sup>	Cedar Rapids CSD	Good cause

**Denied IN**

Name	Grade	Resident District	Reason
Gifford, Anthony	2 <sup>nd</sup>	Cedar Rapids CSD	Late
Gifford, Pierce	2 <sup>nd</sup>	Cedar Rapids CSD	Late
Gifford, Sebastien	4 <sup>th</sup>	Cedar Rapids CSD	Late

**703: Board Meeting Format**

Superintendent Bisgard recommended changing the board meeting format to one meeting twice a month starting at 5:30 PM instead of the current format of hosting a work session and regular meeting twice a month starting at 5:00 PM. The recommendation was made to address social distancing issues for work session presenters and in-person audience attendees as well as more efficient use of the board and patrons time. After some discussion the board agreed to support the recommendation, with a start time of 5:00 PM instead of 5:30 PM, and clarified that they would reassess returning to two meetings twice a month if it is determined they needed the work sessions for additional discussions.

**704: Board Operations Manual – Exhibit 704.1**

Superintendent Bisgard facilitated a review of the Board Operations Manual that will be approved at the November 23<sup>rd</sup> annual meeting. A suggestion was made to include the clarification that the district's Strategic Plan is considered when reviewing and/or creating policies. Additional suggestions were shared electronically and will be passed onto Superintendent Bisgard for consideration.

**800: Consent Agenda Motion 060-11-09**

**MOTION** by Weaver to approve the consent agenda, as presented. Second by Morey. Weaver congratulated Sin Cha Yi on her retirement. Voice vote, all ayes. Motion carried.

**801: Personnel****Certified Staff: Assignment/Reassignment/Transfer**

Name	Assignment	Dept Action	Salary Placement
Beckler, Madeline	HS: Student Support Services Teacher	1/11/21	MA, Step 1

**Classified Staff: Assignment/Reassignment/Transfer**

Name	Assignment	Dept Action	Salary Placement
Brecht, Patti	NS: WF General Help	10/26/20	PTNS, Step 4
Cleveland, Stacy	WF: Student Support Associate	10/26/20	LMSEAA II, Step 10
Dietz, Cindy	NS: General Help – From 3.5 to 5.5 hours/day	10/26/20	Same
Eddins, Michael	WE: Student Support Associate	10/28/20	LMSEAA II, Step 11
Galbreath, Broc	TR: From Substitute to Regular Sub Driver	10/30/20	Step 1
Key, Valerie	NS: BW General Help	10/29/20	PTNS, Step 1
Knighton, Shawn	District: Family Resource Specialist	11/23/20	\$46,000/year
Knutsen, Lexi	BP: Student Support Associate	11/2/20	LMSEAA II, Step 6
McDonald, Emily	HS: Student Support Associate	11/4/20	LMSEAA II, Step 10
Ortiz, Sonia	NS: HP Cashier/General Help	10/29/20	PTNS, Step 7 +\$.25
Pata, Sara	IC: From Student Support Associate to Paraprofessional	11/9/20	LMSEAA V, Step 12
Philipp, Lisa	From WF PTNS to Full-Time LG General Help	10/26/20	SEIU A, Step 3
Rodriguez, Germania	NS: From HP to EH General Help	11/2/20	Same
Sikkema, Jerry	HS: Student Supervisor	11/9/20	\$15.00/hour
Stalin, Rosary	BP: Student Support Associate	11/4/20	LMSEAA II, Step 6
Whitson, Laura	From BP to NE Student Support Associate	11/9/20	Same
Young, Betty	NE: Student Support Associate	10/26/20	LMSEAA II, Step 10

### **Classified Staff: Resignation**

<b>Name</b>	<b>Assignment</b>	<b>Dept Action</b>	<b>Reason</b>
Alaniva, Tracey	WF: General Ed Assistant	11/2/20	Personal
Jimenez, Ariel	BP: Student Support Associate	11/10/20	Personal
Key, Valerie	NS: BW General Help	11/3/20	Other Employment
Vawter, Carla	BP: Student Support Associate	11/6/20	Personal
Yi, Sin Cha	NS: EH General Help	12/22/20	Retirement

### **Co/Extra-Curricular Staff: Assignment/Reassignment/Transfer**

<b>Name</b>	<b>Assignment</b>	<b>Dept Action</b>	<b>Salary Placement</b>
Geers, Michael	OR: Head 7 <sup>th</sup> Gr Wrestling Coach	2/8/21	\$3,279
Rowland, Nicole	HS: Assistant JV Girls Basketball Coach	11/9/20	\$3,279

### **Co/Extra-Curricular: Resignation**

<b>Name</b>	<b>Assignment</b>	<b>Dept Action</b>	<b>Reason</b>
Tranel, Allison	HS: Assistant JV Girls Basketball Coach	11/2/20	Personal

802: Approval of October 26<sup>th</sup> Minutes – Exhibit 802.1

803: Approval of Bills – Exhibit 803.1

804: Approval of Contracts – Exhibits 804.1-4

1. Change order with Larson Construction for Boulder Peak Intermediate project
2. Change order with Knutson Construction for Hazel Point Intermediate project
3. Independent contractor agreement with April James
4. Independent contractor agreement with Lexi Robson
5. Interagency agreements for Special Education services with Cedar Rapids CSD (1), Johnston CSD (2), and Marion Independent (3). *For student confidentiality, exhibits not provided.*

805: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and school board policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: Ceiling tiles.*

### **900: Board Calendar/Communications/Committees**

901: Board Communications

Morey recognized Amanda Potter, Wilkins Principal, for being named as the KCRG A+ Educator of the Week and Nelson reminded the board of the upcoming IASB annual conference.

902: Board Calendar

<b>Date</b>	<b>Time</b>	<b>Event</b>	<b>Location/Comments</b>
November 10	5:30 PM	IASB Pre-Conference Workshop	<a href="#">Virtual Event</a>
November 11	11:30 AM	Policy Committee	ZOOM Meeting
November 11	4:15 PM	CTE Committee	HS Lecture Hall
<i>November 12</i>		<i>End of First Quarter</i>	
<i>November 13</i>		<i>No School for All Students</i>	<i>Teacher Collaboration Day</i>
November 17	5:30 PM	IASB Delegate Assembly	<a href="#">Virtual Event</a>
November 18	1:00 PM	IASB Conference General Session	<a href="#">Virtual Event</a>
November 19	8:00 AM	IASB Conference General Session	<a href="#">Virtual Event</a>
November 19	5:30 PM	Marion City Council ( <i>Buchholz</i> )	<a href="#">Virtual</a>
November 23	5:00 PM	Board Annual Meeting ( <i>No Work Session</i> )	<a href="#">LRC Boardroom</a> & YouTube Live Stream
<i>November 25-27</i>		<i>No School for All Students</i>	<i>Thanksgiving Break</i>

## **Board Committees**

<b>Committee</b>	<b>Board Representatives</b>
Finance/Audit Committee	Lausen, Morey, and Nelson
Policy/Governance Committee	Isenberg, Wall, and Weaver
Career & Technical Education Advisory Committee (CTE)	Buchholz, Morey, and Nelson
School Improvement Advisory Committee (SIAC)	Isenberg and Morey
Facilities Advisory Committee	Nelson and Weaver
Iowa BIG Advisory Board	Lausen
Community Promise	Wall
Linn County Conference Board	Buchholz

### **1000: Adjournment Motion 061-11-09**

**MOTION** by Morey to adjourn the regular meeting at 8:23 PM. Second by Isenberg. Voice vote, all ayes. Motion carried.

---

Sondra Nelson, Board President

---

JT Anderson, Board Secretary/Treasurer