

Board Book: October 9, 2017

Inspire Learning. Unlock Potential. Empower Achievement.

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

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Goal #1: Inspire Learning (Articulate)

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

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

Board Book: October 9, 2017

Inspire Learning. Unlock Potential. Empower Achievement.

Updates on Goal #1: Inspire Learning (Articulate)

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

No updates at this time.

Goal #2: Inspire Learning (Support)

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

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #2: Inspire Learning (Support)

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

CrisisGo-Safety Through Communication: Linn-Mar administration reviewed multiple mobile emergency planning and communications platforms and invited two companies to provide demonstrations. After viewing the demonstrations, it has been decided that CrisisGo would be the best fit for the district. The CrisisGo platform allows emergency response plans to be accessed via mobile devices and desktops for immediate use when they are most needed. With CrisisGo, administrators and staff will have quick access to emergency response procedures to quickly report emergencies, call for help and stay connected during a crisis.

Goal #3: Unlock Potential (Challenge)

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

Year 1:

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

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

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

Year 1:

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

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

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

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #3: Unlock Potential (Challenge)

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

PLC is coming to Linn-Mar: Linn-Mar will be hosting its own version of a Professional Learning Community (PLC) conference. We are very excited to be hosting five of the top presenters in the PLC process to lead our professional development on these two days. All Linn-Mar teaching staff will have the opportunity to learn from the best, while also working with their colleagues during the process. The PLC event will be held at the High School from 8:00 AM to 3:45 PM on Thursday, October 26th and Friday, October 27th.

Goal #4: Unlock Potential (Success)

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

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #4: Unlock Potential (Success)

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

Huntley Innovation In Education Days: On October 17th and 18th we will have 11 high school teachers travel to and participate in a professional development field experience at Huntley High School in Algonquin, Illinois. The purpose of the trip is to experience a comprehensive Blended Learning program and one-to-one application of technology in a high school similar in size and programming to Linn-Mar High School.

[Here is a link to find out more information on the Huntley Innovation in Education event.](#)

Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

No updates at this time.

Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Year 1:

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

Refer to the [Strategic Plan](#) for Year 2 Strategic Initiatives and Measures of Success.

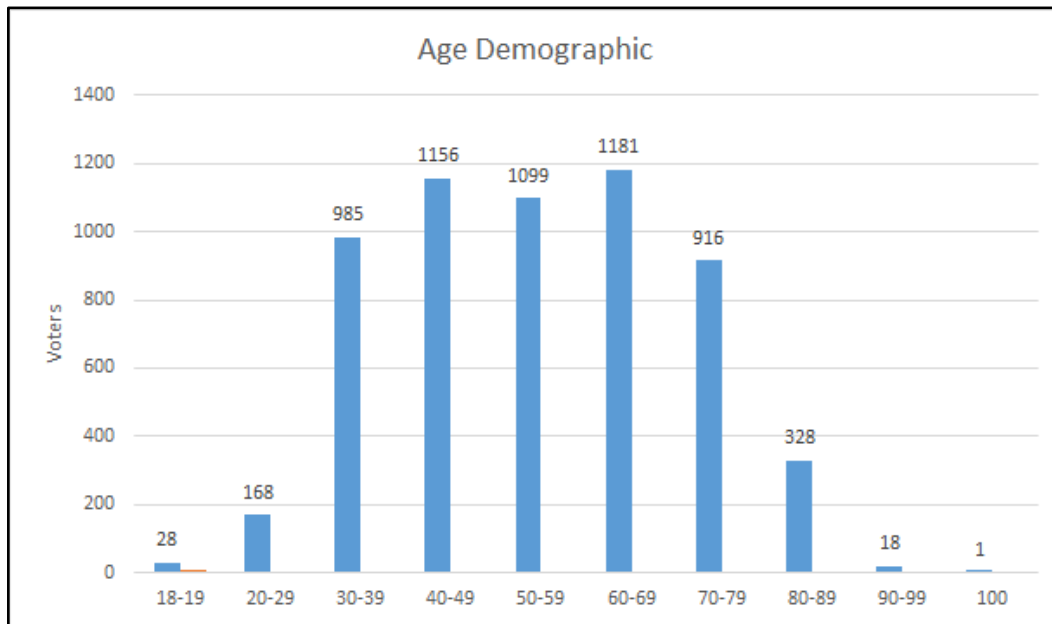
Updates on Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

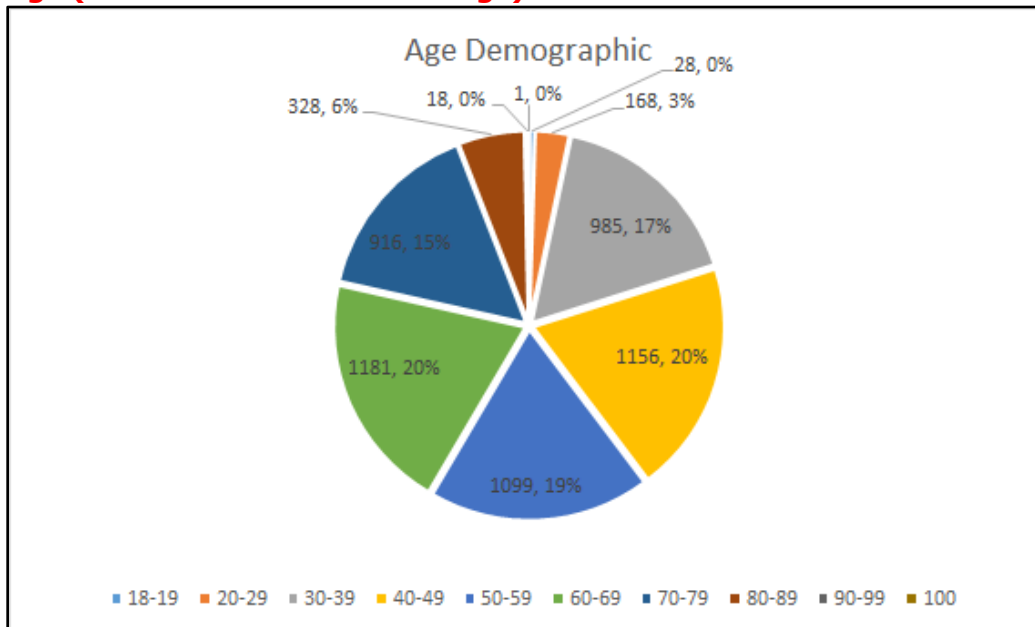
Election Summary: Voting information from Linn County has been reviewed and revealed the following details regarding the demographics of those who cast a ballot in the September 12th election.

- The average age of voters was 55 years old
- 58% of voters were between the ages of 40-69
- 29% of voters were under the age of 29

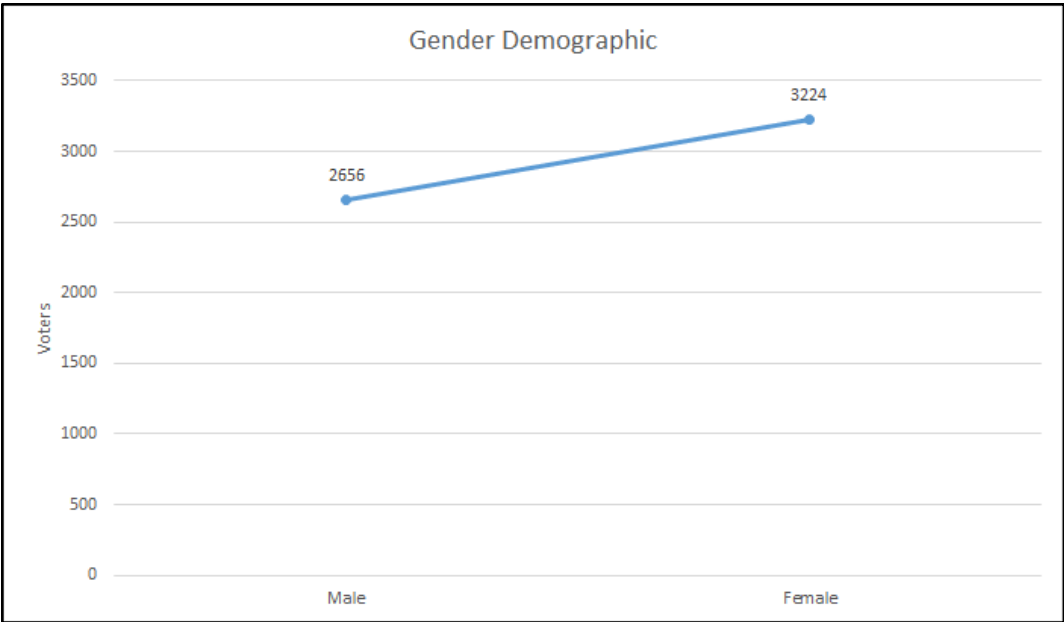
Age (Total):



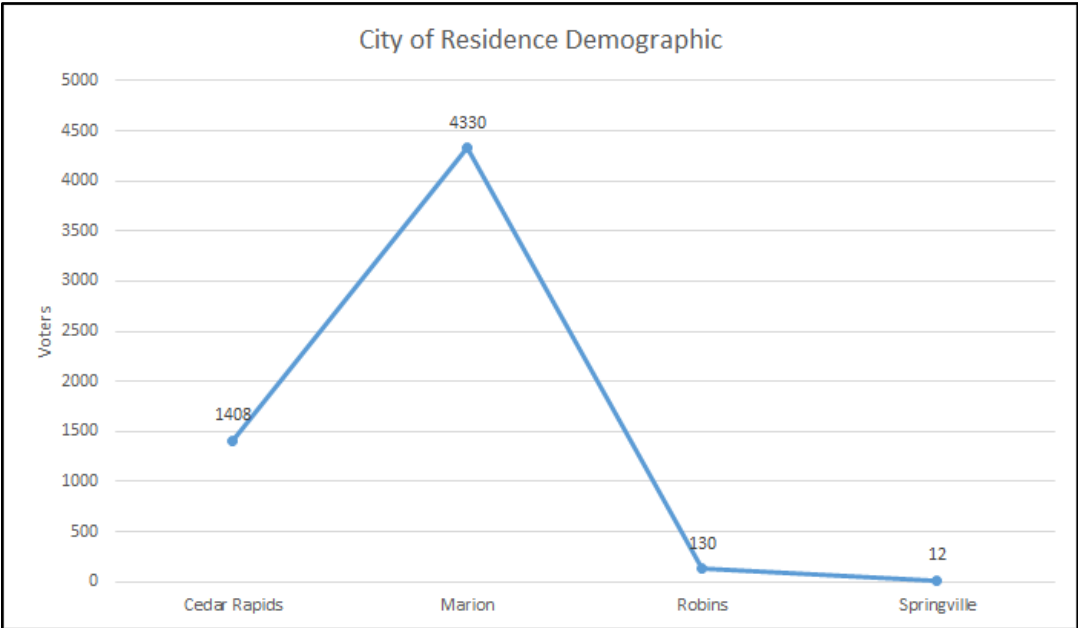
Age (Total and Overall Percentage):



Gender:



City of Residence:



Achievements and Honors:

Teamwork Everywhere at the OCM Olympics: Friday, September 29th was the perfect day for the OCM Olympics. It took place at both middle schools, Excelsior and Oak Ridge. The Olweus Class Meeting (OCM) groups competed in a number of activities from tug-of-war to cup stacking. It was an afternoon of what Oak Ridge Teacher-Librarian Sue Kraus called, "good-natured fun."



The event is designed to develop teamwork and collaboration skills among middle school students. High school students from the support group, Teens Reaching Youth (TRY), had the chance to return to their respective middle schools to assist their former teachers and staff members. They also helped coordinate the event activities, along with a group of faithful Linn-Mar Volunteers! Thanks to everyone who made the OCM Olympics a huge success!

Student of the Week: Rachel Bohnenkamp is a senior at Linn-Mar High School. Rachel's academic interests include biology and health sciences. She has been involved in cross country, track, student council, Fellowship of Christian Athletes, Suicide Prevention Week Committee, St. Joseph's Youth Group and National Honor Society. During her time at Linn-Mar, Rachel has received the Martin Luther King Jr. student award, academic honors and distinction, NCYL award recipient, and AP Scholar with Honors. After graduation, Rachel plans to attend a four-year university and major in health sciences with a pre-medicine emphasis. In her future, Rachel said she wants "to become a physician, travel, and have a family."



Model United Nations Hosts Successful Blood Drive: Thank you, Linn-Mar, for giving the gift of life! Forty-three Linn-Mar High School students donated during the blood drive sponsored by the Linn-Mar High School Model United Nations. Of the 43 who donated, 24 were first-time donors. Through their efforts, the students will have a part in saving 140 lives. We ARE Linn-Mar!



Boys' Golf Honored: The Linn-Mar Boys' Golf Team is the Corridor Team of the Week as selected by KGYM Radio. The award is presented by Carpenters Local Union 308 in Cedar Rapids and Local 1260 in Iowa City. The award recognizes the team's first place finish out of 14 teams at the Tiger Invitational in Cedar Falls. It also acknowledges Cole Yearling's performance as co-medalist at the event; he shot a 74. Congratulations!

Marching Lions Top 4A Team at Marion Band Festival: Congratulations to the Linn-Mar Marching Lions! The Marching Lions have participated in three marching band festivals this season winning first place at each! The Marion Marching Band Invitational (competing against three other 4A bands), Band Across the Prairie (competing against 11 other 4A bands), and the Five Seasons Marching Band Invitational (competing against six other 4A bands). Additionally, the group has earned three "Best Color Guard" caption awards and two "Best Winds" caption awards. The band finished the competitive part of their season undefeated – one of the most successful seasons in the history of the Linn-Mar Marching Band. Impressive job, Marching Lions!





Congratulations to the 2017 Homecoming Court!

Front Row: Grace Bauermeister, Sydney Von Lehmden, Isabel Schminke

Back Row: Aaron Nibaur, Cole Wright, Sara Becker, Riley Higgins, Kaleb Cook, Izabelle Nanke, Rachel Bohnenkamp, Trot Carey and Tyler Green

Garden Lunch Day: Congratulations to the students and staff at Novak Elementary for building a successful outdoor garden. Tomatoes grown in their garden were offered as part of their meal during the Garden Lunch Day. This is a great project that gives the students a chance engage in hands-on learning about growing their own food and healthier eating choices.



National Custodial Workers' Day: October 2nd was national Custodial Workers' Recognition Day. A special shout out and thank you to the 47 women and men who serve the district every day to keep our buildings and facilities clean and safe for the students and staff. We appreciate them and thank them for a job well done!



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**Linn-Mar Community School District Board of Education
Annual Meeting Minutes
September 25, 2017**

100: Call to Order and Determination of a Quorum

President Isenberg called the meeting to order at 5:00 PM. Roll was taken.

Present: AbouAssaly, Nelson, Weaver, Isenberg, and Green. Absent: Gadelha and Patterson.

200: Adoption of Agenda *Motion 247-09-25*

Motion Green, second AbouAssaly to approve the agenda. Voice vote. All ayes.

300: Audience Communications

- Paula Stenske shared concerns regarding the number of open enrollments into the district as well as the proposed bonus for the Communications/Media Coordinator.
- Elizabeth Sauer also expressed concerns.

400: Informational Reports

401: Policy Committee

Nelson reported that much of the 500 series had been reviewed. Changes were made to Policy 502.6 in response to feedback from High School administration.

402: Marion City Council

AbouAssaly shared information from the September 7th Marion City Council meeting.

403: Coffee & Conversation

Nelson reported that bond issue and curriculum items were discussed. She also encouraged people to attend.

404: Board Visit

Nelson shared highlights from the visit to Novak Elementary. She felt there was great conversation from the staff and enjoyed the tour given by the 5th graders.

405: Finance/Audit Committee

Weaver stated that the items discussed would be presented by Chief Financial/Operating Officer JT Anderson later in the meeting.

406: Special Education Advisory

Nelson reported items from the meeting including a parent resource binder that the group has been working on.

407: Financial Update

Exhibit 407.1

JT Anderson, Chief Financial/Operating Officer, presented a financial update for the year ending June 30, 2017. Reports were submitted to the Department of Education by September 15th and auditors will be in the district the week of October 2nd.

408: Board Book

Exhibit 408.1

Dr. Shepherd shared highlights from the Board Book and discussed his plan for next steps in regard to the bond issue.

409: Canvass of Votes

Exhibit 409.1

Angie Morrison, Business Manager and Board Secretary, reported the official election results received from the Linn County Auditor. Bob Anderson, Cara Lausen, and Rachel Wall were elected for a term of four years.

500: Unfinished Business

501: Approval of 2016-17 Certified Annual Report **Motion 248-09-25**

Exhibit 501.1

Motion AbouAssaly, second Weaver to approve the 2016-17 Certified Annual Report as presented. Voice vote. All ayes. Motion Carried.

502: Approval of 2016-17 Depository Banks' Affidavit Reports **Motion 249-09-25**

Exhibit 502.1

Motion AbouAssaly, second Nelson to approve the depository banks' affidavit reports for Hills Bank and Farmer's State Bank indicating account balances as of June 30, 2017. Voice vote. All ayes. Motion Carried.

503: Approval of FY2017 SBRC Allowable Growth Request **Motion 250-09-25**

Exhibit 503.1

Motion AbouAssaly, second Green to approve the SBRC allowable growth request for the fiscal year 2017 Special Ed Deficit in the amount of \$2,322,814.37. Voice vote. All ayes. Motion Carried.

504: Approval of FY2017 SBRC Allowable Growth Request **Motion 251-09-25**

Exhibit 504.1

Motion AbouAssaly, second Weaver to approve the SBRC allowable growth request for the fiscal year 2017 Limited English Proficiency (LEP) allowable cost in the amount of \$181,653.97. Voice vote. All ayes. Motion Carried.

600: New Business

601-2: Appointment of Board Secretary **Motion 252-09-25**

Motion Green, second Nelson to appoint Angie Morrison, Linn-Mar Business Manager, as Board Secretary at a salary already established by the board. Voice vote. All ayes. Motion carried. President Isenberg administered the oath.

603-4: Appointment of Board Treasurer **Motion 253-09-25**

Motion AbouAssaly, second Nelson to appoint JT Anderson, Linn-Mar Chief Financial/Operating Officer, as Board Treasurer at a salary already established by the board. Voice vote. All ayes. Motion carried. President Isenberg administered the oath.

605: Appointment of Board Legal Counsel **Motion 254-09-25**

Motion Nelson, second AbouAssaly to appoint the law firm of Pickens, Barnes & Abernathy for general counsel and Terry Abernathy as attorney; Simmons, Perrine, Moyer & Bergman for real estate and copyright matters; Ahlers & Cooney for Special Education, personnel, negotiations, construction, real estate and bonding matters; and Lynch Dallas for general counsel for the 2017-18 school year. Voice vote. All ayes. Motion carried.

606: Designation of Depository Banks **Motion 255-09-25**

Motion AbouAssaly, second Weaver to designate Farmer's State Bank with authorized limits of \$30,000,000; Hills Bank with authorized limits of \$20,000,000, US Bank with authorized limits of

\$1,000,000; and Ohnward Bank and Trust with authorized limits of \$1,000,000 as depositories for the district for the 2017-18 school year effective on October 1, 2017. Voice vote. All ayes. Motion carried.

607: Appointment of Metro Interagency Insurance Program Representatives *Motion 256-09-25*
 Motion Green, second Nelson to appoint Karla Christian, Chief Officer of Human Resources/Executive Director of Public Relations, as the 2017-18 MIIP representative and JT Anderson, Chief Financial/Operating Officer, as the alternate representative. Voice vote. All ayes. Motion carried

608: Approval of Facilities Use Requests *Motion 257-09-25* *Exhibits 608.1-2*
 Motion AbouAssaly, second Weaver to approve the Aquatic Center facilities use requests as presented to host the 2017 Mississippi Valley Conference Women's Swimming/Diving Championships at a reduced rate of \$100/hour, plus \$10/hour for life guards on duty, and the waiving of all other fees as recommended by the Finance/Audit Committee. Voice vote. All ayes. Motion carried.

1. Michael Coughlin, Waterloo Community School District, on October 12 and 14, 2017
2. Tom English, Wahlert Catholic High School, on October 21, 2017

609: Approval of Overnight Fieldtrip Requests *Motion 258-09-25* *Exhibits 609.1-4*
 Motion Green, second Weaver to approve the overnight fieldtrip requests as presented by Cheer and POMs in anticipation of qualifying for the competitions specified. Voice vote. All ayes. Motion carried.

1. Cheer to attend State in Des Moines on November 3-5, 2017
2. Varsity POMs to attend State in Des Moines on November 30-December 1, 2017
3. Varsity POMs to attend Regionals in Minneapolis on January 5-6, 2018
4. Varsity POMs to attend Nationals in Orlando on February 1-6, 2018

610: Approval of Open Enrollment Requests *Motion 259-09-25*
 Motion AbouAssaly, second Green to approve the open enrollment requests as presented. Voice vote. All ayes. Motion carried.

Approved Out

Name	Grade	Receiving District	Reason
Bullard, Tristan	1 st	Cedar Rapids	Good Cause
Evans, Caden	9 th	Alburnett	Good Cause
Hofmeister, Thomas	12 th	Marion Independent	Good Cause
Kidd, Caitlin	10 th	CAM	Good Cause
Lane, Christopher	11 th	Clayton Ridge	Good Cause

700: Consent Agenda

701: Personnel

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Banks, Misty	EX: Student Support Associate	9/7/17	LMSEAA II, Step 6
Behrens, Trista	HS: Student Support Associate	9/18/17	LMSEAA II, Step 6
Bennett, Sarah	EX: Student Support Associate	9/7/17	LMSEAA II, Step 6
Berry, Nick	O&M: Temporary Help	8/30/17	\$9.50/hour
Buchholz, Susan	HS: Student Support Associate	9/11/17	LMSEAA II, Step 10
Cleveland, Stacy	WF: Student Support Associate from 3.5 to 4.6 hrs/day	9/8/17	Same
Clubb, Amy	LG: Student Support Associate	10/2/17	LMSEAA II, Step 10

Name	Assignment	Dept Action	Salary Placement
Conway, Kristy	EH: Student Support Associate	9/11/17	LMSEAA II, Step 10
Cook, Keegan	O&M: Athletic Grounds/Facilities Coordinator	9/18/17	SEIU C1, Step 1
Cooper, Laura	LG: Student Support Associate	9/6/17	LMSEAA II, Step 6
DeVries, Tamara	District: Elementary Prevention Specialist	10/16/17	\$50,000/year
Ernster, Denise	NS: HS General help	9/13/17	Step 1
Fish, Megan	NE: Student Support Associate	9/5/17	LMSEAA II, Step 6
Gericke, Sarah	O&M: Secretary	9/6/17	LMSEAA IV, Step 10
Gerleman, Gina	NE: Part-time Student Support Associate	9/11/17	LMSEAA II, Step 10
Greif, Leah	WF: Student Support Associate from 3.5 to 4.6 hrs/day	9/8/17	Same
Grensteiner, Makayla	EH: Student Support Associate	9/11/17	LMSEAA II, Step 6
Gutierrez, David	TR: Regular Sub Bus driver	8/18/17	Step 1
Hartwig, Amy	EH: Student Support Associate	9/11/17	LMSEAA II, Step 10
Howk-Erwin, Kayla	EH: Part-time Student Support Associate	9/14/17	LMSEAA, Step 10
Jimenez Raudales, Ariel	HS: Student Support Associate	8/30/17	LMSEAA II, Step 6
Johnson, Meredith	NE: General Ed Assistant from 5.25 to 7 hrs/day	8/23/17	Same
Kane, Steve	TR: From Substitute to Bus Driver	9/11/17	Same
Kenney, Rachel	HS: Student Support Associate	9/5/17	LMSEAA II, Step 7
Merrill, Gail	NS: IC General Help/Cashier	9/18/17	Step 1
Messenger, Kristina	BW: Part-time General Ed Assistant	9/11/17	LMSEAA I, Step 10
Messer, Kelly	NE: Part-time Student Support Associate	9/12/17	LMSEAA II, Step 10
Reeves, Kortlan	AC: Academic Aquatic Instructor	9/11/17	\$15.00/hour
Schiek, Chyan	WF: Student Support Associate from 3.5 to 4.6 hrs/day	9/8/17	Same
Schwennen, JJ	WE: Student Support Associate	9/11/17	LMSEAA II, Step 6
Shelton, Tiffany	HS: Student Support Associate	8/30/17	LMSEAA II, Step 8
Sunnes, Misty	OR: Student Support Associate	8/28/17	LMSEAA II, Step 10
Susen, Debbra	NS: WF General help from 5.25 to 5.5 hrs/day	9/18/17	Same
Taylor, James	TR: From Substitute to Bus Driver	9/11/17	Same

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Balster, Janet	NS: BW Cashier	8/28/17	Personal
Ellison-Pfaff, Jessi	LRC: Administrative Assistant	9/15/17	Personal
Name	Assignment	Dept Action	Reason
Fiser, Dennis	TR: Regular Sub Bus Driver	9/6/17	Personal
Hansen, Dixie	HS: Student Support Associate	8/17/17	Personal
Hughes, Heather	EX: Student Support Associate	9/15/17	Other Employment
Montgomery, Cierra	HS: Student Support Associate	9/12/17	Personal
Yount, Mary Anne	WE: Paraprofessional	9/14/17	Other Employment

Extra-Curricular: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Berns, Jerry	HS: Robotics Coach	9/11/17	\$2,130.50
Cosgrove, David	HS: Assistant 9 th Gr Football Coach	8/7/17	\$1,500 <i>Coaches Acct</i>
Edwards-Thomas, Cedric	HS: Head 9 th Gr Boys' Basketball Coach	8/24/17	\$4,261
Starmar, Matt	HS: Assistant 10 th Gr Football Coach	8/7/17	\$2,000 <i>Coaches Acct</i>
Vogel, Caleb	HS: Assistant 10 th Gr Football Coach	8/7/17	\$1,500 <i>Coaches Acct</i>
Walters, Luke	HS: Assistant JV/Varsity Football Coach	8/29/17	\$1,500 <i>Coaches Acct</i>

Extra-Curricular: Resignation

Name	Assignment	Dept Action	Reason
Atwater, Mark	EX: Assistant 7 th Gr Wrestling Coach	8/30/17	Other Employment
Wyant, Robert	HS: Head Varsity Boys' Bowling Coach	9/18/17	Personal

1. Change order with Rathje Construction for materials and labor regarding the Westfield Elementary parking lot reconstruction for the amount of \$2,626.70.
2. Change order with Rathje Construction regarding the Westfield Elementary parking lot reconstruction for a deduction/credit of \$1,529.98.
3. Agreement with ECISOA, ECIVOA, ArbiterSports.Com for the scheduling of officials for the 2017-18 school year.
4. Non-commercial license agreement with Ken Sunseri, Head Coach of the LM Middle School Cross Country Team, for use of the LM logo.
5. Non-commercial license agreement with Stacey Kehrt, Indian Creek PTO Spirit Wear Coordinator, for the use of the LM logo.
6. Non-commercial license agreement with Chad Noehren, Head Coach of the LM Red Class of 2023 baseball team, for the use of the LM logo.
7. Memorandum of agreement with Allen College for student teacher clinical experience in the subjects of nursing and health science.
8. Independent contractor agreement with Benjamin Cramer to provide vocal music commission to the High School Vocal Music Department for the musical composition, *Winter Dusk*, for a total of \$1,000.
9. Independent contractor agreement with Vanessa Terrell to provide Color Guard instruction for Marching Band Camp from August 7-11, 2017; in the amount of \$75.
10. Independent contractor agreement with Michelle Colton to provide frontline camp instruction from August 7-18, 2017; in the amount of \$1,200.
11. Independent contractor agreement with Shelby Carney to provide frontline instruction from August 7-18, 2017; in the amount of \$775.
12. Independent contractor agreement with Kelvin Tran to provide drumline instruction from August 7 thru October 20, 2017; in the amount of \$1,000.
13. Independent contractor agreement with Heath Weber to provide team building services to the Linn-Mar Show Choirs from August 11-12, 2017; in the amount of \$700.
14. Independent contractor agreement with Carey Bostian, Cello Instructor, to provide coaching services for the district orchestra program from August 16 thru October 18, 2017; in the amount of \$375.
15. Independent contractor agreement with Miera Kim, Violin Instructor, to provide coaching services for the district's orchestra program from August 30 thru October 18, 2017; in the amount of \$375.
16. Independent contractor agreement with Matthew Barwegen, Viola Instructor, to provide coaching services for the district's orchestra program from August 30 thru October 18, 2017; in the amount of \$750.
17. Independent contractor agreement with Andrew Gentzsch to provide coaching services for the district's orchestra program from August 30, 2017 thru May 2018; in the amount of \$25/hour.
18. Independent contractor agreement with Dick Redman to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
19. Independent contractor agreement with Jim Gosnell to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$390 plus mileage.

20. Independent contractor agreement with John Gosnell to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
21. Independent contractor agreement with Kyle Engelhardt to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
22. Independent contractor agreement with Earle Dickinson to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
23. Independent contractor agreement with Jeff Crowell to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
24. Independent contractor agreement with Steve Citta to provide marching band adjudication for the Marching Band Festival on September 23, 2017; in the amount of \$340 plus mileage.
25. Agreement with ImOn Communications for them to repurchase 4,187 lineal feet of fiber conduit for \$3.50/per lineal foot for a total credit of \$14,654.50.+
26. Interagency agreements for Special Education instructional programming with Alburnett CSD (1), Cedar Rapids CSD (39), Central City CSD (3), College CSD (4), Davis County CSD (1), Des Moines Independent (2), Iowa City CSD (3), Marion Independent (14), Mason City CSD (1), Muscatine CSD (1), Springville CSD (1), Vinton-Shellsburg CSD (1), Washington CSD (1), and Waterloo CSD (1). *For student confidentiality, no exhibits provided.*

705: Informational Items

Exhibits 705.1-2

1. Financials and cash balance report as of August 31, 2016
2. Financials and cash balance report as of August 31, 2017

706: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and policy 902.6, the district will list for sale the following obsolete equipment/furnishings on the [Linn-Mar website>Quick Links>GovDeals](#). *Peavey speaker, Peavey equalizer amplifier, JBL speaker, 1998 Ford cube van, GE electric oven, and fitness equipment.*

707: Approval of the Consent Agenda ***Motion 260-09-25***

Motion AbouAssaly, second Nelson to approve the consent agenda as presented. Voice vote. All ayes. Motion carried.

800: Board Communications

Weaver stated he was glad the board would be having a retreat in the near future. Nelson was happy that the district is holding a PLC conference at Linn-Mar. AbouAssaly and Isenberg thanked Jim Green for filling in the last several months. Green reminded the board of upcoming IASB events and commented that he had enjoyed helping out and would be around for questions.

900: Adjournment ***Motion 261-09-25***

Motion AbouAssaly, second Nelson to adjourn at 6:18 PM. Voice vote. All ayes.

Tim Isenberg, Board President

Angie Morrison, Board Secretary

**Linn-Mar Community School District Board Meeting
Organizational Meeting Minutes
September 25, 2017**

100: Call to Order and Determination of a Quorum

Board Secretary Angie Morrison called the organizational meeting to order at 7:00 PM. Roll was taken. Present: AbouAssaly, Nelson, Weaver, Anderson, Wall, Isenberg, and Lausen.

200: Adoption of the Agenda *Motion 001-09-25*

Motion AbouAssaly, second Weaver to approve the agenda as presented. Voice Vote. Motion carried.

300: Administration of Oath

Morrison administered the oath of office to the three newly elected board members.

400: New Business

401: Election of Board President *Motion 002-09-25*

Nomination was made to elect Sondra Nelson as Board President. No other nominations were received and a motion was made for nominations to cease.

Motion Wall, second Weaver to approve Sondra Nelson as Board President to serve a one-year term through the second board meeting of September 2018. Voice Vote. All Ayes. Motion carried. Morrison administered the oath to Nelson.

403: Election of Board Vice President *Motion 003-09-25*

Nomination was made to elect George AbouAssaly as Board Vice President. No other nominations were received and a motion was made for nominations to cease.

Motion Wall, second Anderson to approve George AbouAssaly as Board Vice President to serve a one-year term through the second board meeting of September 2018. Voice Vote. All Ayes. Motion carried. Nelson administered the oath to AbouAssaly.

405: Approval of 2017-18 Board Meeting Dates *Motion 004-09-25*

Motion AbouAssaly, second Weaver to approve the 2017-18 board meeting dates as presented. Voice Vote. All Ayes. Motion carried.

406: Designation of Board Representatives to District Committees/Advisories *Motion 005-09-25*

Motion AbouAssaly, second Lausen to approve the designated board committee/advisory representatives for the 2017-18 school year. Voice vote. All ayes. Motion carried.

- Finance/Audit Committee: Lausen, Wall, and AbouAssaly
- Policy/Governance Committee: Weaver, Anderson, and Isenberg
- School Improvement Advisory Committee: AbouAssaly
- Community Commission: Nelson
- Iowa BIG Board: Isenberg
- IASB Conference Delegate: Nelson

500-600: Communications/Calendar:

Communication and calendar items were reviewed.

700: Adjournment: *Motion 006-09-25*

Motion AbouAssaly, second Wall to adjourn at 7:19 PM. Voice vote. All ayes. Motion carried.

Sondra Nelson, Board President

Angie Morrison, Board Secretary

Minutes submitted by Angie Morrison



**Linn-Mar Board of Education
Orientation Session I Minutes
October 2, 2017**

100: Call to Order

The meeting was called to order at 1:00 PM by Board President Sondra Nelson in the boardroom of the Learning Resource Center. Roll was taken and a quorum established. Present: Anderson, Lausen, Nelson, and Wall. Absent: AbouAssaly, Isenberg, and Weaver.

200: Adoption of Agenda *Motion 007-10-02*

Lausen moved to adopt the agenda as presented, second by Anderson. Voice vote, motion carried.

300: Orientation Session I

Superintendent Shepherd and members of the administrative cabinet reviewed various information regarding the role of board members, policy, the district's goals and mission, historical perspective of current projects and communications.

400: Adjournment *Motion 008-10-02*

Anderson moved to adjourn the orientation session at 2:30 PM, second by Wall. Voice vote, motion carried.

Sondra Nelson, Board President

Angie Morrison, Board Secretary



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

**Linn-Mar Community School District Board of Education
October 6, 2017
Special Session Minutes**

100: Call to Order and Determination of a Quorum

The Linn-Mar Community School District Board of Education special session was called to order at 11:30 AM at Indian Creek Elementary (2900 Indian Creek Rd, Marion). Roll was taken to determine a quorum. Present: Nelson, Wall, Weaver, Anderson, and Isenberg. Absent: AbouAssaly and Lausen.

200: Adoption of Agenda *Motion 009-10-06*

Weaver moved to adopt the agenda as presented, second by Wall. Voice vote, motion carried.

300: Special Session

301: Board Visit

Board members shared lunch with the Indian Creek staff and toured the building.

400: Adjournment *Motion 010-10-06*

Wall moved to adjourn the special session at 12:24 PM, second by Weaver. Voice vote, motion carried.

Sondra Nelson, Board President

Angie Morrison, Board Secretary

Minutes recorded by Angie Morrison

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/20/2017 - 10/05/2017

Fiscal Year: 2017-2018

Vendor Name	Description	Check Total
Fund: Aquatic Center		
BMO MASTERCARD	GENERAL SUPPLIES	\$218.25
BMO MASTERCARD	TRAVEL	\$1,119.15
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$5,296.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$104.33
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$446.11
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$104.33
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$446.11
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$693.92
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$404.37
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$606.91
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$12.59
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$427.00
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$38.19
SPLASH MULTISPORT	GENERAL SUPPLIES	\$1,268.60
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$3.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$225.97
USA SWIMMING/IOWA SWIMMING, INC	GENERAL SUPPLIES	\$7,613.00
Fund Total:		\$19,032.83
Fund: GENERAL		
95 PERCENT GROUP INC	INSTRUCTIONAL SUPPLIES	\$275.00
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$20.99
ADVANTAGE	GENERAL SUPPLIES	\$118.34
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$769.31
ALL INTEGRATED SOLUTIONS	MAINTENANCE SUPPLIES	\$805.29
ALL INTEGRATED SOLUTIONS	TRANSP. PARTS	\$8.42
ALLIANT ENERGY	ELECTRICITY	\$10,352.46
AMBROSY TODD	OFFICIAL/JUDGE	\$57.00
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$719.95
AMERICAN SPECIALTIES	PROFESSIONAL-OTHER	\$5.15
AOSNC, LLC	COMPUTER SOFTWARE	\$600.00
APPLE COMPUTER INC	INSTRUCTIONAL SUPPLIES	\$10,764.00
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	\$273.79
ASCD	STAFF WORKSH/CONF	\$3,000.00
AT & T MOBILTY	TELEPHONE	\$53.90
AUTOMATIC DOOR GROUP INC	REPAIR/MAINT SERVICE	\$230.75
BARTA BOB	OFFICIAL/JUDGE	\$57.00
BAUER BUILT	TIRES AND TUBES	\$2,438.04
BLOCKLINGER RONNIE	OFFICIAL/JUDGE	\$57.00
BMO MASTERCARD	ADVERTISING	\$67.00
BMO MASTERCARD	COMP/TECH HARDWARE	\$1,115.94
BMO MASTERCARD	EQUIPMENT >\$1999	\$214.89
BMO MASTERCARD	GENERAL SOFTWARE	\$242.99
BMO MASTERCARD	GENERAL SUPPLIES	\$5,810.25

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/20/2017 - 10/05/2017

Fiscal Year: 2017-2018

Vendor Name	Description	Check Total
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$37,496.22
BMO MASTERCARD	LIBRARY BOOKS	\$147.96
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$3,762.12
BMO MASTERCARD	OTHER PROFESSIONAL	\$549.97
BMO MASTERCARD	REF & RSRCH MATERIAL	\$288.87
BMO MASTERCARD	REPAIR PARTS	\$91.60
BMO MASTERCARD	REPAIR/MAINT SERVICE	\$458.67
BMO MASTERCARD	STAFF WORKSH/CONF	\$3,447.69
BMO MASTERCARD	TEXTBOOKS	\$43.99
BMO MASTERCARD	TRAVEL	\$1,036.55
BRODART SUPPLY	GENERAL SUPPLIES	\$183.71
BUTSCHS BRIAN	OFFICIAL/JUDGE	\$57.00
C.R. GLASS CO	REPAIR/MAINT SERVICE	\$615.48
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$33,495.99
CARNEY SHELBY	INSTRUCTIONAL SUPPLIES	\$225.00
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	\$10,115.74
CEDAR GRAPHICS INC	GENERAL SUPPLIES	\$600.00
CEDAR VALLEY WORLD TRAVEL	RENTALS EQUIPMENT	\$700.00
CENGAGE LEARNING	INSTRUCTIONAL SUPPLIES	\$591.25
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$142.56
CENTURYL INK	TELEPHONE	\$706.96
CENTURYLINK	TELEPHONE	\$1,714.90
CITY TREASURER'S OFFICE	TRAVEL	\$87.00
CLASSROOM DIRECT	INSTRUCTIONAL SUPPLIES	\$72.07
COLLECTION	EE LIAB-GARNISHMENTS	\$5,005.42
COMMUNITY HEALTH CHARITIES	EE LIAB-CHARITY	\$10.00
COMMUSA	GENERAL SUPPLIES	\$1,813.79
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	\$114.00
COOPER WILLIAM	OFFICIAL/JUDGE	\$114.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$2,882.00
CRISIS PREVENTION INSTITUTE INC	INSTRUCTIONAL SUPPLIES	\$6,747.00
CULLIGAN	MAINTENANCE SUPPLIES	\$634.75
DAFIT-NESS LLC	OTHER PROFESSIONAL	\$400.00
DANIEL GRAWE	OFFICIAL/JUDGE	\$57.00
DAVID J. PHILIPP	OFFICIAL/JUDGE	\$60.00
DEKE SONNY	OFFICIAL/JUDGE	\$180.00
DEMCO	AUDIO-VISUAL MEDIA	\$136.69
DODGE JOHN	OFFICIAL/JUDGE	\$70.00
DVORAK JOHN	OFFICIAL/JUDGE	\$60.00
EDVOTEK	INSTRUCTIONAL SUPPLIES	\$435.60
ELECTRONIX	INSTRUCTIONAL SUPPLIES	\$293.06
EMPLOYEE RESOURCE SYSTEMS, INC	OTHER PROFESSIONAL	\$2,907.00
EVANS MARIA	TXTBK RENTAL PS	\$41.60
EXPANDING EXPRESSION LLC	INSTRUCTIONAL SUPPLIES	\$23.00
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$119.24

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/20/2017 - 10/05/2017

Fiscal Year: 2017-2018

Vendor Name	Description	Check Total
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,203,409.80
FEDEX	DUES AND FEES	\$11.06
FEDEX	INSTRUCTIONAL SUPPLIES	\$37.55
FEINER SUPPLY	INSTRUCTIONAL SUPPLIES	\$73.90
FOLLETT SCHOOL SOLUTIONS, INC	LIBRARY BOOKS	\$877.53
FOLLETT SCHOOL SOLUTIONS, INC	TEXTBOOKS	\$1,255.50
FONTENOT JOSEPH	OFFICIAL/JUDGE	\$119.00
FRIDAY MATT	OFFICIAL/JUDGE	\$114.00
GASWAY CO, J P	GENERAL SUPPLIES	\$1,246.00
GILCREST/JEWETT	INSTRUCTIONAL SUPPLIES	\$809.23
GLOE CARL	OFFICIAL/JUDGE	\$120.00
GORDAN FREEMAN	OFFICIAL/JUDGE	\$62.00
GRANT WOOD AEA	GENERAL SUPPLIES	\$8,620.11
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$1,683.36
GRANT WOOD AEA	OTHER PROFESSIONAL	\$40.75
HALLS PHOTO	INSTRUCTIONAL SUPPLIES	\$16.50
HALLS PHOTO	OTHER PROFESSIONAL	\$90.00
HAPPY JOE'S PIZZA	INSTRUCTIONAL SUPPLIES	\$376.76
HARTWIG AMY	OFFICIAL/JUDGE	\$60.00
HARTWIG RON	OFFICIAL/JUDGE	\$57.00
HEARTLAND HOME CARE, INC	PROF SERV: EDUCATION	\$2,676.00
HESKJE ERIC	OFFICIAL/JUDGE	\$57.00
HOUGHTON MIFFLIN HARCOURT	INSTRUCTIONAL SUPPLIES	\$1,871.10
HOUGHTON MIFFLIN HARCOURT	TEXTBOOKS	\$960.00
ICONNECT CORP	PROF SERV: EDUCATION	\$1,008.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$66,928.79
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$285,041.73
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$66,928.79
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$285,041.73
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$478,397.73
INVOLTA	OTHER TECH SER	\$345.00
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$28,100.97
IOWA DIVISION OF LABOR	REPAIR/MAINT SERVICE	\$120.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$258,725.68
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$388,305.91
IOWA SHARES	EE LIAB-CHARITY	\$28.00
JEFFRY DOWNING	OFFICIAL/JUDGE	\$57.00
JOE SAMPLE	OFFICIAL/JUDGE	\$50.00
JOHNSTONE SUPPLY	REPAIR PARTS	\$1,322.36
KEEL JOHN W	OFFICIAL/JUDGE	\$57.00
KELVIN TRAN	INSTRUCTIONAL SUPPLIES	\$1,000.00
KENT POSSEHL	OFFICIAL/JUDGE	\$57.00
KLOSTERMANN KEVIN	OFFICIAL/JUDGE	\$57.00
KOLLEGE TOWN SPORTS	INSTRUCTIONAL SUPPLIES	\$429.92
LAKESHORE	INSTRUCTIONAL SUPPLIES	\$460.92

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/20/2017 - 10/05/2017

Fiscal Year: 2017-2018

Vendor Name	Description	Check Total
LASER RESOURCES, LLC	COMPUTER SOFTWARE	\$925.00
LASER RESOURCES, LLC	GENERAL SUPPLIES	\$441.77
LASER RESOURCES, LLC	INSTRUCTIONAL SUPPLIES	\$76.00
LETTER PERFECT	GENERAL SUPPLIES	\$66.75
LINN CO-OP OIL	GASOLINE	\$14,177.60
LINN CO-OP OIL	MAINTENANCE SUPPLIES	\$1,063.82
LITERACY RESOURCES, INC	INSTRUCTIONAL SUPPLIES	\$84.99
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$4,655.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$12,780.33
MAKE MUSIC INC	INSTRUCTIONAL SUPPLIES	\$140.00
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	\$493.12
MARION TIMES	ADVERTISING	\$676.62
MARION TIMES	GENERAL SUPPLIES	\$55.00
MEDCO	INSTRUCTIONAL SUPPLIES	\$20.00
MENARDS -13127	GENERAL SUPPLIES	\$69.40
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$55.98
MERCY EAP SERVICES	OTHER PROFESSIONAL	\$2,240.00
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$15,542.42
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$428,890.23
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$19,738.49
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$25,230.00
MICRO TECH	INSTRUCTIONAL SUPPLIES	\$4,612.50
MID AMERICAN ENERGY	NATURAL GAS	\$2,415.41
MIDWEST COMPUTER PRODUCTS	COMP/TECH HARDWARE	\$1,160.44
MIDWEST SUBURBAN SUPERINTENDENTS ASSOC.	DUES AND FEES	\$300.00
MILLENNIUM TECHNOLOGY OF IOWA	REPAIR/MAINT SERVICE	\$503.33
MIRACLE RECREATION EQUIPMENT	REPAIR/MAINT SERVICE	\$85.07
MOVIE LICENSING USA	INSTRUCTIONAL SUPPLIES	\$447.00
MPS	TEXTBOOKS	\$2,149.96
MTI DISTRIBUTING INC	REPAIR PARTS	\$97.78
NASCO	INSTRUCTIONAL SUPPLIES	\$4,465.58
OFFICE EXPRESS	GENERAL SUPPLIES	\$115.15
OFFICE EXPRESS	INSTRUCTIONAL SUPPLIES	\$5,087.44
OHM BEVERLY	INSTRUCTIONAL SUPPLIES	\$95.00
ORKIN PEST CONTROL	Pest Control	\$90.00
PAUL REVERE LIFE INS. CO.	DISTRICT LIFE INSURANCE	\$227.60
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$100.02
PIONEER VALLEY EDUCATIONAL PRESS	INSTRUCTIONAL SUPPLIES	\$309.10
PIZZA RANCH	INSTRUCTIONAL SUPPLIES	\$80.00
PLUMBERS SUPPLY COMPANY	MAINTENANCE SUPPLIES	\$2,035.76
PLUMBERS SUPPLY COMPANY	REPAIR/MAINT SERVICE	\$994.85
POLAR ELECTRO INC	INSTRUCTIONAL SUPPLIES	\$2,500.00
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	\$1,864.46
QUILL CORPORATION	GENERAL SUPPLIES	\$75.61
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	\$324.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 09/20/2017 - 10/05/2017

Fiscal Year: 2017-2018

Vendor Name	Description	Check Total
QUILL CORPORATION	OTHER PROFESSIONAL	\$42.72
QUINN STORAGE	FACILITY RENTAL	\$160.00
RAPIDS REPRODUCTIONS INC	OTHER PROFESSIONAL	\$5,164.49
READ PHOTOGRAPHY	INSTRUCTIONAL SUPPLIES	\$55.00
REALLY GOOD STUFF INC	INSTRUCTIONAL SUPPLIES	\$192.70
REINHART INSTITUTIONAL FOODS INC	INSTRUCTIONAL SUPPLIES	\$164.77
ROSS WILLIAM	OFFICIAL/JUDGE	\$57.00
ROTO-ROOTER	REPAIR/MAINT SERVICE	\$295.00
ROYAL IMAGING SUPPLIES	INSTRUCTIONAL SUPPLIES	\$239.20
SCHLEGEL MATTHEW	OFFICIAL/JUDGE	\$120.00
SCHLEGEL SCOTT	OFFICIAL/JUDGE	\$140.00
SCHOLASTIC MAGAZINE	INSTRUCTIONAL SUPPLIES	\$181.50
SCHOLASTIC TEACHER STORE	INSTRUCTIONAL SUPPLIES	\$453.75
SCHOOL SPECIALTY INC	INSTRUCTIONAL SUPPLIES	\$1,118.24
SCHOOL SYSTEMS LLC	DUES AND FEES	\$100.00
SCHOOL SYSTEMS LLC	INSTRUCTIONAL SUPPLIES	\$700.00
SCHULTZ STRINGS INC	INSTRUCTIONAL SUPPLIES	\$540.00
SEIU LOCAL 199	EE LIAB-UNION DUES	\$710.12
SHEFFIELD POTTERY, INC	INSTRUCTIONAL SUPPLIES	\$312.50
SITSPOTS	INSTRUCTIONAL SUPPLIES	\$65.65
SOCIAL THINKING	INSTRUCTIONAL SUPPLIES	\$31.12
SOLARWINDS, INC	COMPUTER SOFTWARE	\$7,042.77
SPELLINGCITY.COM	INSTRUCTIONAL SUPPLIES	\$59.95
STARFALL	INSTRUCTIONAL SUPPLIES	\$70.00
STATE HYGIENIC LABORATORY	CHEMICALS	\$13.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$3,201.55
SWAN RICK	OFFICIAL/JUDGE	\$62.00
TFD UNLIMITED LLC	INSTRUCTIONAL SUPPLIES	\$60.00
THE SHREDDER	OTHER PROFESSIONAL	\$558.00
THORSON TRAVIS	OFFICIAL/JUDGE	\$114.00
TIMBERLINE BILLING SERVICE LLC	DATA PROCESSING AND	\$2,211.41
TOOLS 4 READING, LLC	INSTRUCTIONAL SUPPLIES	\$55.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$208,131.34
U.S. DEPARTMENT OF TREASURY--FMS	EE LIAB-GARNISHMENTS	\$583.47
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$1,119.50
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY	\$710.30
US Department of Education	EE LIAB-GARNISHMENTS	\$103.11
UTTERBACK BILL	OFFICIAL/JUDGE	\$114.00
VAN HOECK RON	OFFICIAL/JUDGE	\$57.00
VANESSA TERRELL	INSTRUCTIONAL SUPPLIES	\$962.50
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES	\$98.00
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$52,360.95
WALMART	GENERAL SUPPLIES	\$1,405.85
WALMART	INSTRUCTIONAL SUPPLIES	\$1,578.65
WARTBURG COLLEGE	INSTRUCTIONAL SUPPLIES	\$33.00

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Vendor Name	Description	Check Total
WILSON WILLIAM	OFFICIAL/JUDGE	\$57.00
WINDSTREAM	TELEPHONE	\$959.65
WORTHINGTON DIRECT	GENERAL SUPPLIES	\$548.94
YANECEK DOUG	OFFICIAL/JUDGE	\$62.00
YOUNGS GOLF CARS	EQUIPMENT REPAIR	\$1,048.00
YUSKA BILLY	OFFICIAL/JUDGE	\$114.00
Fund Total:		\$6,095,797.87
Fund: LOCAL OPT SALES TAX		
RIVERSIDE TECHNOLOGIES, INC	COMP/TECH HARDWARE	\$1,960.00
TRI-CITY ELECTRIC COMPANY OF IOWA	COMP/TECH HARDWARE	\$9,225.98
TRI-CITY ELECTRIC COMPANY OF IOWA	CONSTRUCTION SERV	\$23,730.00
Fund Total:		\$34,915.98
Fund: MANAGEMENT LEVY		
TRUENORTH COMPANIES, LC	Vehicle Insurance	\$5,341.00
TRUENORTH COMPANIES, LC	WORKERS COMP	\$117.00
Fund Total:		\$5,458.00
Fund: NUTRITION SERVICES		
A & P FOOD EQUIPMENT	EQUIPMENT REPAIR	\$214.07
BELTZ RUTH	UNEARNED REVENUE	\$5.00
BMO MASTERCARD	PAPER PRODUCT SUPPLY	\$10.25
BMO MASTERCARD	PURCHASE FOOD	\$445.72
DENNIS COMPANY	EQUIPMENT REPAIR	\$742.83
ELTOFT BRIAN	UNEARNED REVENUE	\$86.75
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$120,135.40
GRANT WOOD AEA	GENERAL SUPPLIES	\$142.05
HEARTLAND PAYMENT SYSTEMS-NUTRIKIDS	SERVICE AGREEMENTS	\$1,404.50
HENRICKSEN KATHLEEN	UNEARNED REVENUE	\$76.60
HUNT CHRISTINE	UNEARNED REVENUE	\$43.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$2,441.39
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$10,439.05
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$2,441.39
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$10,439.05
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$14,292.03
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$4,884.92
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$7,331.57
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$145.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$205.42
MCQUERRY DAWN	UNEARNED REVENUE	\$30.30
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$133.28
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$8,897.59
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$547.40
NISSSEN TWILA	UNEARNED REVENUE	\$3.70
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$505.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$64.20

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Vendor Name	Description	Check Total
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$6,169.12
U.S. DEPARTMENT OF TREASURY-FMS	EE LIAB-GARNISHMENTS	\$71.89
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$390.00
WITHAM LINDY	UNEARNED REVENUE	\$13.30
WITTMER MATTHEW	UNEARNED REVENUE	\$3.40

Fund Total: \$192,755.17

Fund: PHY PLANT & EQ LEVY

CULLIGAN	BLDG. CONST SUPPLIES	\$1,729.95
D.B. ACOUSTICS INC	MODULAR CLASSROOM SETUP	\$760.44
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	\$4,525.00
DRYSPACE INC	CONSTRUCTION SERV	\$9,458.07
INNOVATIVE MODULAR SOLUTIONS, INC.	MODULAR CLASSROOM LEASE PMTS	\$1,608.00
PLUMBERS SUPPLY COMPANY	BLDG. CONST SUPPLIES	\$1,762.52
WALSH DOOR & HARDWARE	BLDG. CONST SUPPLIES	\$990.00

Fund Total: \$20,833.98

Fund: PUB ED & REC LEVY

BMO MASTERCARD	GROUND'S UPKEEP	\$43.92
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,531.04
HANDLEY DIRT WORK PLUS LLC	GROUND'S UPKEEP	\$750.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$30.57
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$130.67
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$30.57
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$130.67
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$201.04
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$147.92
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$221.99
L.L. PELLING CO	GROUND'S UPKEEP	\$3,150.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$7.28
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$23.61
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$437.16
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$19.09
PACE SUPPLY	CONSTRUCTION SERV	\$963.11
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$83.93

Fund Total: \$7,905.07

Fund: STUDENT ACTIVITY

ANDERSON'S	INSTRUCTIONAL SUPPLIES	\$645.53
BARNES & NOBLE	INSTRUCTIONAL SUPPLIES	\$130.17
BLANK PARK ZOO	INSTRUCTIONAL SUPPLIES	\$100.00
BMO MASTERCARD	DUES AND FEES	\$540.00
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$10,424.25
BORCHARDT MARK	OFFICIAL/JUDGE	\$95.00
BOWERS ROY	OFFICIAL/JUDGE	\$70.00
BSN SPORTS	INSTRUCTIONAL SUPPLIES	\$3,800.00

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Vendor Name	Description	Check Total
BURKLE CORY	OFFICIAL/JUDGE	\$55.00
BUTIKOFER DONNA	OFFICIAL/JUDGE	\$65.00
BUTSCHI BRAD	OFFICIAL/JUDGE	\$55.00
CABINET CREATIONS INC	INSTRUCTIONAL SUPPLIES	\$3,960.99
CLARK JAMARCO	OFFICIAL/JUDGE	\$55.00
COPYWORKS	INSTRUCTIONAL SUPPLIES	\$165.60
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$2,388.00
DECKER SPORTING GOODS	EQUIPMENT >\$1999	\$1,554.00
DECKER SPORTING GOODS	INSTRUCTIONAL SUPPLIES	\$458.00
DERLEIN SCALE INC	INSTRUCTIONAL SUPPLIES	\$105.00
DVORAK JOHN	OFFICIAL/JUDGE	\$70.00
EDWARDS, MATTHEW	OFFICIAL/JUDGE	\$55.00
EVANS MARIA	STUDENT FEES	\$33.75
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$5,460.57
FINK KEVIN	OFFICIAL/JUDGE	\$71.90
FORT DODGE COMMUNITY SCHOOL DISTRICT	DUES AND FEES	\$125.00
FREES FRAME PHOTPGAPHY & DESIGN	INSTRUCTIONAL SUPPLIES	\$1,000.00
FRESE JEFF	OFFICIAL/JUDGE	\$108.80
FRITZ SCOTT	OFFICIAL/JUDGE	\$95.00
GARMENT DESIGN	INSTRUCTIONAL SUPPLIES	\$1,404.30
GLOE CARL	OFFICIAL/JUDGE	\$100.00
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$29.35
GREAT RIVER REVELRY	INSTRUCTIONAL SUPPLIES	\$500.00
HANSEN PEGGY	OFFICIAL/JUDGE	\$50.00
HAPPY JOE'S PIZZA	INSTRUCTIONAL SUPPLIES	\$300.00
HART HAROLD	OFFICIAL/JUDGE	\$57.50
INDIAN CREEK COUNTRY CLUB	INSTRUCTIONAL SUPPLIES	\$1,500.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$90.17
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$385.56
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$90.17
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$385.56
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$287.02
IOWA CENTRAL CHEER	DUES AND FEES	\$360.00
IOWA FBLA-9400	DUES AND FEES	\$855.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$177.88
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$266.91
JAMES BOYD	OFFICIAL/JUDGE	\$57.50
KLOSTERMANN KEVIN	OFFICIAL/JUDGE	\$57.50
KREMER SCOTT	OFFICIAL/JUDGE	\$104.60
LISTON CHUCK	OFFICIAL/JUDGE	\$65.00
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$347.03
MERCY WOMEN'S CENTER	INSTRUCTIONAL SUPPLIES	\$1,976.00
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$37.88
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$1,320.00
MONTGOMERY DOREN	OFFICIAL/JUDGE	\$57.50

Linn-Mar Community School District

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Vendor Name	Description	Check Total
MYERS TAMI	STUDENT FEES	\$70.00
NORTH SCOTT HIGH SCHOOL	DUES AND FEES	\$35.00
ORIENTAL TRADING CO	INSTRUCTIONAL SUPPLIES	\$132.80
PACKINGHAM JIM	OFFICIAL/JUDGE	\$55.00
PANTINI ANDY	OFFICIAL/JUDGE	\$50.00
PANTINI LORILYNNE	OFFICIAL/JUDGE	\$25.00
PEIFFER RON	OFFICIAL/JUDGE	\$95.00
PLAYSCRIPTS, INC	INSTRUCTIONAL SUPPLIES	\$159.11
Q SWIMWEAR	INSTRUCTIONAL SUPPLIES	\$60.80
ROBSON ALEXIS	INSTRUCTIONAL SUPPLIES	\$3,219.72
ROSS WILLIAM	OFFICIAL/JUDGE	\$55.00
SAMUEL FRENCH	INSTRUCTIONAL SUPPLIES	\$1,361.57
SCHMERBACH, CYNTHIA	OFFICIAL/JUDGE	\$69.60
SCHNEEKLOTH TERRY	OFFICIAL/JUDGE	\$95.00
SCHRADER KEVIN	OFFICIAL/JUDGE	\$55.00
THORSON TRAVIS	OFFICIAL/JUDGE	\$55.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$185.62
VARIAN BOB	OFFICIAL/JUDGE	\$57.50
VIBRATIONS PRO DJs & PHOTOBOOTH	INSTRUCTIONAL SUPPLIES	\$400.00
VITERBO UNIVERSITY	INSTRUCTIONAL SUPPLIES	\$900.00
WALMART	INSTRUCTIONAL SUPPLIES	\$51.39

Fund Total: \$49,737.10

Fund: Student Store

BMO MASTERCARD	GENERAL SUPPLIES	\$301.17
BRANDED APPAREL	GENERAL SUPPLIES	\$299.00
BSN SPORTS	GENERAL SUPPLIES	\$740.00
FELDMAN DOUG	MISC REVENUE	\$25.00
PINK BARRETT, LLC	GENERAL SUPPLIES	\$195.54
RAYGUN	GENERAL SUPPLIES	\$263.62
SOURCE ONE LOGOS	GENERAL SUPPLIES	\$1,210.20

Fund Total: \$3,034.53

Grand Total: \$6,429,470.53

End of Report



This contract is made and entered into by and between Upper Iowa University and the **Linn-Mar Community School District, Marion, Iowa.**

1. Upper Iowa University and the above district agree to cooperate in a student teaching assignment during the 2017-2018 school year.
2. The student teacher placed in your district will receive regular visits and professional support from a university student teaching supervisor.
3. The student teacher has had presentations on mandatory child abuse reporting, first aid, blood borne pathogens, chemicals in schools, conflict resolution, and sexual harassment. Each student has been accepted into the Teacher Education Program at Upper Iowa University and has met the requirements to be eligible for student teaching.
4. Upper Iowa University agrees to assign a student teacher with administrative approval from your school. An individual contract will be written specifically for the student teacher. The contract will be filed with you and with Upper Iowa University.
5. Iowa Code 2003 Supplement: Section 272.27: Students actually teaching or engaged in preservice licensure activities in a school district under the terms of such a contract are entitled to the same protection, under section 670.8, as is afforded by that section to officers and employees of the school district, during the time they are so assigned.

A student teacher may not act as a substitute teacher. The student teacher may, however, continue teaching in the absence of the cooperating teacher if a certified substitute is present. It is understood that the student teacher may conduct classes without the cooperating teacher in the classroom, however, the cooperating teacher should be readily available to the student teacher. Teachers of record with a Class B license are exceptions to this status.

6. Upper Iowa agrees to provide reimbursement to the cooperating District. The Cooperating Teacher/District may elect to receive the sum of \$160 for each eight weeks the student teacher is assigned with payment to be made at the conclusion of the student teaching assignment. If a student teacher withdraws before completing one-half of the assignment, the payment will be one-half of the weeks originally assigned.
7. Signatures indicate mutual acceptance of this contract.



Dr. Gail Moorman Behrens, Dean
Andres School of Education

Linn-Mar School District

Date September 26, 2017

Date _____

CrisisGo Application License Agreement

This CrisisGo Application License Agreement ("**Agreement**"), entered into and effective as of the date on which the Agreement is signed by the second party, is by and between **CrisisGo, Inc.**, a Delaware corporation, having a principal address at 640 West California Avenue, Suite 210, Sunnyvale, CA 94086 ("**CrisisGo**") and **Linn-Mar Community School District**, having its principal address at 2999 North 10th Street, Marion, IA 52302 ("**Licensee**") effective as of the date described above.

For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

CrisisGo hereby licenses for use to Licensee the Application (as defined in Attachment A) on the terms and conditions set out in Attachment A to this Agreement (Application End User License Agreement) and at the price set out in Attachment B to this Agreement (CrisisGo Pricing Structure), both of which are incorporated herein by reference.

IN WITNESS WHEREOF, the parties have signed this Agreement on the dates indicated below.

CrisisGo, Inc.

Linn-Mar Community School District

Bill Reynolds

Sondra Nelson

Date: _____

Date: _____

ATTACHMENT A

CRISISGO APPLICATION LICENSE AGREEMENT TERMS AND CONDITIONS

These terms govern CrisisGo, Inc.'s ("**Company**") provision of, and Licensee's use of, the Application under the CrisisGo Application License Agreement ("**Agreement**"). For the purposes of this Agreement, the term "**Application**" shall refer to and consist of the following: (i) the CrisisGo mobile software application and the software application, including, without limitation, any software code, scripts, interfaces, graphics, displays, text, documentation and other components; (ii) any updates, modifications or enhancements to the items listed in subsection (i) which Company makes available to Licensee in accordance with Section 3; and (iii) the services available through the mobile software application and the software application.

The Application is licensed, not sold, to Licensee by Company for use strictly in accordance with the terms and conditions of this Agreement.

1. License Grant and Restrictions on Use.

1.1 License Grant. Subject to the terms and conditions of this Agreement and the Company's Terms of Use ("**Terms of Use**"), during the Term, Company grants Licensee and its Authorized Users a revocable, non-exclusive, non-transferable, non-sublicensable, limited right to download and install the Application on devices owned and controlled by Licensee and Authorized Users ("**Devices**") and to use the Application on such Devices in accordance with any documentation provided by Company, including without limitation, the Company's Terms of Use and Privacy Policy ("**Documentation**"). For the purposes of this Agreement, "**Authorized Users**" are Licensee's employees and independent contractors, subject to any limitations and restrictions set forth on an order form executed by Company ("**Order**").

1.2 Restrictions on Use. Licensee shall not (and shall not permit any third party to): (a) decompile, reverse engineer, disassemble, attempt to derive the source code of, or decrypt the Application, except to the extent the foregoing restrictions are expressly prohibited by applicable law; (b) make any modification, adaptation, improvement, enhancement, translation or derivative work from the Application; (c) violate any applicable laws, rules or regulations in connection with Licensee's access or use of the Application; (d) remove, alter or obscure any proprietary notice (including any notice of copyright or trademark) of Company or its affiliates, partners, suppliers or the licensors of the Application; (e) resell, lease, distribute, transfer or otherwise make available the Services on a time-sharing or service bureau basis, or otherwise use the Application for any revenue generating endeavor, commercial enterprise, or other purpose for which it is not designed or intended; (f) make the Application available to any third party other than Authorized Users; (g) use the Application for creating a product, service or software that is, directly or indirectly, competitive with or in any way a substitute for any services, product or software offered by Company; (h) use the Application to send automated queries to any website or to send any unsolicited commercial e-mails, text messages, or other commercial messages without prior written consent of CrisisGo; (i) provide Licensee Content that is infringing, libelous, disparaging, or is otherwise unlawful or tortious material, or to store or transmit material in violation of any third-party's proprietary or privacy rights; (j) use the Services to promote any unlicensed, unfair, or illegal classes or activities or for deceptive or illegal purposes; (k) use the Application to store or transmit malicious code; (l) use or access the Application in any way that potentially harms, harms, or otherwise threatens the reputation, integrity, performance, or availability of Company, any Company client, the Application or any data therein; or (m) attempt to gain unauthorized access to the Application, other users' content, or any data stored or processed therein. Company may restrict or prohibit use or access to the Proprietary Items if Company suspects such use or access is a breach of this Agreement, does not comply with the Documentation or the limitations set forth in an Order, or is otherwise objectionable or threatens the reputation of Company, any Company client, the Application or any data therein.

1.3 Compatibility. COMPANY DOES NOT WARRANT THAT THE APPLICATION WILL BE COMPATIBLE OR INTEROPERABLE WITH ANY DEVICE OR ANY OTHER PIECE OF HARDWARE, SOFTWARE, EQUIPMENT OR DEVICE INSTALLED ON OR USED IN CONNECTION WITH ANY DEVICE. FURTHERMORE, LICENSEE ACKNOWLEDGES THAT COMPATIBILITY AND INTEROPERABILITY PROBLEMS CAN CAUSE THE PERFORMANCE OF A DEVICE TO DIMINISH OR FAIL COMPLETELY, AND MAY RESULT IN PERMANENT DAMAGE TO SUCH DEVICE, LOSS OF THE DATA LOCATED ON SUCH DEVICE, AND CORRUPTION OF THE SOFTWARE AND FILES LOCATED ON SUCH DEVICE. LICENSEE ACKNOWLEDGES AND AGREES THAT THE COMPANY PARTIES SHALL HAVE NO LIABILITY TO LICENSEE FOR ANY LOSSES SUFFERED RESULTING FROM OR ARISING IN CONNECTION WITH COMPATIBILITY OR INTEROPERABILITY PROBLEMS.

2. Intellectual Property Rights.

2.1 Ownership and Rights to Application. Licensee acknowledges and agrees that the Application and all copyrights, patents, trademarks, trade secrets and other intellectual property rights associated therewith are, and shall remain, the property of Company. Furthermore, Licensee acknowledges and agrees that the source and object code of the Application and the format, directories, queries, algorithms, structure and organization of the Application are the intellectual property and proprietary and confidential information of Company and its affiliates, licensors and suppliers. Except as expressly stated in this Agreement, Licensee is not granted any intellectual property rights in or to the Application by implication, estoppel or other legal theory, and all rights in and to the Application not expressly granted in this Agreement are hereby reserved and retained by Company.

2.2 Third Party Software. The Application may use or include third party software that is subject to open source and third party license terms (“Third Party Software”). Licensee acknowledges and agrees that its right to use such Third Party Software as part of the Application is subject to and governed by the terms and conditions of the open source or third party license applicable to such Third Party Software, including, without limitation, any applicable acknowledgements, license terms and disclaimers contained therein. In the event of a conflict between the terms of this Agreement and the terms of such open source or third party licenses, the terms of the open source or third party licenses shall control with regard to Licensee’s use of the relevant Third Party Software. In no event shall the Application or components thereof be deemed to be “open source” or “publicly available” software.

2.3 Company’s Marks. Licensee is not authorized to use the Company trademarks in any advertising, publicity or in any other commercial manner without the prior written consent of Company, which may be withheld for any or no reason.

2.4 Feedback. Licensee agrees that submission of any ideas, suggestions, documents, and/or proposals by Licensee or any of its Authorized Users to Company (“Feedback”) is at Licensee’s own risk and that Company has no obligations (including without limitation obligations of confidentiality) with respect to such Feedback. Licensee represents and warrants that Licensee has all rights necessary to submit the Feedback. Licensee hereby grants to Company a fully paid, royalty-free, perpetual, irrevocable, worldwide, non-exclusive, and fully sublicensable right and license to use, reproduce, perform, display, distribute, adapt, modify, re-format, create derivative works of, and otherwise commercially or non-commercially exploit in any manner, any and all Feedback, and to sublicense the foregoing rights, in connection with the operation and maintenance of the Application.

3. Support. Company shall have no obligation to provide any services to Licensee, including but not limited to, training, implementation, or any support or maintenance in excess of Company’s standard support policy, unless Client purchases such services as set forth in an Order. From time to time in accordance with Company’s generally applicable procedures, Company may make available to Licensee updates, upgrades, enhancements, and error corrections to the services that Licensee has purchased at no additional charge when such updates, upgrades, enhancements and error corrections are generally made available to its other clients at no additional charge.

4. **Username and Passwords.** Company will provide each Authorized User a unique username and password to enable such Authorized User to use the Application pursuant to this Agreement. Each username and password may only be used to access the Application during one (1) concurrent login session. Client will ensure that each username and password issued to an Authorized User will be used only by that Authorized User. Client is responsible for maintaining the confidentiality of all Authorized Users' usernames and passwords, and is solely responsible for all activities that occur under these usernames. Client agrees: (a) not to allow a third party to use Client's accounts, usernames or passwords at any time; and (b) to notify Company promptly of any actual or suspected unauthorized use of its account, usernames or passwords, or any other breach or suspected breach of this Agreement. Company reserves the right to terminate any accounts, usernames, or passwords that Company reasonably determines may have been used by an unauthorized third party. Authorized User accounts and their associated usernames and passwords cannot be shared or used by more than one individual Authorized User, but may be reassigned from time to time to a new Authorized User who is replacing a former Authorized User who has terminated employment or otherwise changed job status or function and no longer uses the Application. Client is solely responsible for all access to and use of the Application by its Authorized Users and all access to and use of the Application through any Authorized User's account.
5. **Licensee Responsibilities.** Prior to creating accounts for Authorized Users and providing personal data of such users to the Services, Licensee represents and warrants that Licensee will obtain the express consent of each Authorized User to provide such Authorized User's personal data to the Services and for the Services to use such personal data to send e-mail and SMS audio and text messages to such Authorized User, including through the use of automated technology. Licensee shall (a) be responsible for Authorized Users' acts and omissions; (b) use commercially reasonable efforts to prevent unauthorized access to or use of the Application, and notify Company promptly of any such unauthorized access or use; (c) use the Application only in accordance with this Agreement and the Documentation and in compliance with all applicable laws and regulations; (d) reasonably cooperate with Company as necessary for Company to perform its obligations under this Agreement; (e) be responsible for all Licensee Content, including without limitation, ensuring the correct configuration of the information in the Application, ensuring the accuracy of information included in the Licensee Content, and obtaining all rights necessary to use, distribute, and otherwise disseminate such Licensee Content for the purposes contemplated under this Agreement; (f) be responsible for disseminating to applicable users accurate instructions to access Licensee Content and providing timely notice of any Licensee Content updates to such users; (g) ensure that each Authorized User agrees to, and complies with, the Terms of Use; (h) be responsible for ensuring the accessibility and stability of its local area network to access the Application; (i) be responsible for emergency preparedness training for Authorized Users, including without limitation, efficient use of the Application; and (j) be responsible for maintaining current and accurate contact information of all Authorized Users on the Services, including prompt updates of any phone number changes. Licensee acknowledges and agrees that the Application is provided for informational purposes only and Licensee shall not rely solely on the Application to handle emergency situations.

COMPANY MAKES NO REPRESENTATIONS, WARRANTIES OR GUARANTIES TO LICENSEE REGARDING THE CONTENT OF THE EMERGENCY MANAGEMENT PLAN UTILIZED BY LICENSEE AS PART OF LICENSEE'S USE OF THE APPLICATION. ANY CONTENT PROVIDED BY COMPANY FOR AN EMERGENCY MANAGEMENT PLAN IS NOT A TEMPLATE AND IS INTENDED ONLY AS A STARTING POINT FOR LICENSEE TO DEVELOP ITS OWN EMERGENCY MANAGEMENT PLAN BASED ON ITS LOCALIZED EMERGENCY PROCESSES AND REQUIREMENTS. LICENSEE AGREES AND UNDERSTANDS THAT IT IS SOLELY RESPONSIBLE FOR THE CONTENT OF THE EMERGENCY MANAGEMENT PLAN TO BE ACCESSED THROUGH THE APPLICATION. COMPANY SPECIFICALLY DISCLAIMS ANY LIABILITY FOR DAMAGES ARISING AS A RESULT OF THE CONTENT OF THE EMERGENCY MANAGEMENT PLAN UTILIZED BY LICENSEE.

6. **Use of Information.** Licensee hereby authorizes and consents to the Company's collection, use, and disclosure of personal data in accordance with the terms of the Company's Privacy Policy.
7. **Licensee Content.** Licensee acknowledges that all information, data, materials, and other content posted, transmitted, or otherwise made available by Licensee or its Authorized Users ("**Licensee Content**") is the sole

responsibility of the Licensee. Licensee, and not Company, is entirely responsible for all Licensee Content, including without limitation, compliance of Licensee Content with the Terms of Use.

8. Third Party Content

8.1 General. Licensee acknowledges that the Application permits Licensee to import information and materials created by third parties, including without limitation, other users (e.g., disaster plans) ("**Third Party Content**").

8.2 Disclaimer. Licensee acknowledges that Company does not investigate, monitor, represent or endorse the Third Party Content. Furthermore, Licensee's use of the Third Party Content is at Licensee's sole discretion and risk, and the Company Parties (as defined below) shall have no liability to Licensee arising out of or in connection with Licensee's use of the Third Party Content.

8.3 Endorsements. Licensee acknowledges and agrees that the provision of access to any Third Party Content shall not constitute or imply any endorsement by Company or its affiliates of such Third Party Content. Company reserves the right to restrict or deny access to any Third Party Content otherwise accessible through the Application, although Company has no obligation to restrict or deny access even if requested by Licensee.

8.4 Use of Third Party Content. Licensee agrees that Licensee will not use any of the Third Party Content in a manner that would infringe or violate the rights of any other party or otherwise violate any laws or regulations and that Company is not in any way responsible for any such use by Licensee.

9. Confidential Information.

9.1 General. Each party (the "**Disclosing Party**") may from time to time during the Term disclose to the other party (the "**Receiving Party**") certain information regarding the Disclosing Party's business, including technical, marketing, financial, employee, planning, and other confidential or proprietary information ("**Confidential Information**"). The Disclosing Party will mark all Confidential Information in tangible form as "confidential" or "proprietary" or with a similar legend. The Disclosing Party will identify all Confidential Information disclosed orally as confidential at the time of disclosure and provide a written summary of such Confidential Information to the Receiving Party within thirty (30) days after such oral disclosure. Regardless of whether so marked or identified, however, any information that the Receiving Party knew or should have known, under the circumstances, was considered confidential or proprietary by the Disclosing Party, will be considered Confidential Information of the Disclosing Party.

9.2 Protection of Confidential Information. The Receiving Party will not use any Confidential Information of the Disclosing Party for any purpose other than to fulfill its obligations or exercise its right under this Agreement. The Receiving Party will protect the Disclosing Party's Confidential Information from unauthorized use, access, or disclosure in the same manner as the Receiving Party protects its own confidential or proprietary information of a similar nature and with no less than reasonable care.

9.3 Exceptions. The Receiving Party's obligations under Section 9.2 with respect to any Confidential Information of the Disclosing Party will terminate if and when the Receiving Party can document that such information: (a) was already lawfully known to the Receiving Party at the time of disclosure by the Disclosing Party; (b) was disclosed to the Receiving Party by a third party who had the right to make such disclosure without any confidentiality restrictions; (c) is, or through no fault of the Receiving Party has become, generally available to the public; or (d) was independently developed by the Receiving Party without access to, or use of, the Disclosing Party's Confidential Information. In addition, the Receiving Party will be allowed to disclose Confidential Information of the Disclosing Party to the extent that such disclosure is (i) approved in writing by the Disclosing Party, (ii) necessary for the Receiving Party to enforce its rights under this Agreement in connection with a legal proceeding; or (iii) required by law or by the order of a court of similar judicial or administrative body, provided that the Receiving Party notifies the Disclosing Party of such required disclosure promptly and in writing and cooperates with the Disclosing Party, at the Disclosing Party's reasonable request and expense, in any lawful action to contest or limit the scope of such required disclosure.

9.4 Return of Confidential Information. The Receiving Party will either, at its option, return to the Disclosing Party or destroy all Confidential Information of the Disclosing Party in the Receiving Party's possession or control and permanently erase all electronic copies of such Confidential Information promptly upon the written request of the

Disclosing Party or the expiration or termination of this Agreement, whichever comes first. At the Disclosing Party's request, the Receiving Party will certify in writing signed by an officer of the Receiving Party that it has fully complied with its obligations under this Section 9.4.

10. Payments

10.1 Fees and Expenses. Licensee shall pay to Company, without offset or deduction, the fees and expenses as determined under any Orders and this Agreement. Company reserves the right to increase the fees each year. All such fees shall be due and payable within thirty (30) calendar days after an invoice is issued by Company.

10.2 Taxes. The fees and other amounts payable by Licensee to Company do not include any taxes of any jurisdiction that may be assessed or imposed upon the Application, or otherwise, including sales, use, excise, value added, personal property, export, import and withholding taxes, excluding only taxes based upon Company's net income. Licensee shall directly pay any such taxes assessed. Licensee shall promptly reimburse Company for any taxes payable or collectable by Company (other than taxes based upon Company's net income). If Licensee has provided Company with proof of its tax exempt status, then, in the event that Licensee's tax exempt status should become altered, Licensee shall be obligated to notify Company immediately of any such modification and Licensee shall become liable for all taxes as set forth above. In the event Licensee fails to notify Company of any such change, Licensee shall be liable for payment of any tax related penalties or interest assessed against Company or Licensee as a result of such Licensee failure.

10.3 Payment Terms. Company may accept and process payment (including renewals) from Licensee by either credit card (e.g., Visa, MasterCard, or any other issuer accepted by Company), wire transfer, or check, as mutually agreed. If payment will be made by credit card, Company will process payment (including renewals) from Licensee based on any credit card information Company is provided by Licensee. Licensee's credit card agreement governs its use of the designated credit card or account. By providing Company with credit card information, Licensee agrees that Company is authorized to invoice and charge Licensee's account for all fees and charges due and payable to Company and that no additional notice or consent is required. If Licensee's credit card issuer rejects any amount charged on Licensee's credit card, then Company will notify Licensee thereof and Licensee will timely pay the fees and expenses by check or wire transfer. If payment will be made by check or wire transfer, amounts owed to Company will be invoiced to Licensee's address for invoices as designated by Licensee or, if not designated, then to the address printed on this Agreement. If any Licensee payment is more than thirty (30) days past due, interest at the rate of twelve percent (12%) per annum (or, if lower, the maximum rate permitted by applicable law) shall accrue. All fees and other amounts paid by Licensee under this Agreement are non-refundable except as otherwise set forth in this Agreement. All dollar amounts referred to in this Agreement are in United States Dollars.

10.4 Suspension. In the event that Licensee's account is more than thirty (30) days overdue on any payment for any reason, Company shall have the right, in addition to its remedies under this Agreement or pursuant to applicable law, to suspend Licensee's use of the Application, without further notice to Licensee, until Licensee has paid the full balance owed, plus any interest due.

11. Term and Termination

11.1 Term. The initial term of this Agreement shall be one (1) year ("**Initial Term**"). Upon expiration of the Initial Term, this Agreement shall be automatically renewed on the same terms and conditions herein for successive one-year periods at Company's then-current pricing, unless Licensee provides written notice to Company of its intent not to renew the Agreement at least 90 days prior to the expiration of the then-current Agreement ("**Renewal Term**", collectively with the Initial Term, the "**Term**").

11.2 Termination. Company may, in its sole and absolute discretion, at any time and for any or no reason, suspend or terminate this Agreement and the rights afforded to Licensee hereunder with thirty (30) days written notice. Either party may terminate this Agreement immediately on giving notice in writing to the other party if the other party: (a) commits a material breach (including any non-payment of fees due) and, in the case of a material breach capable of being cured, failed to cure that breach within thirty (30) days after the receipt of a request in writing to cure such breach; or (b) (i) files for bankruptcy; (ii) becomes or is declared insolvent, or is the subject of any proceedings related to its liquidation, insolvency or the appointment of a receiver or similar officer for it; (iii) makes an assignment for the benefit of all or substantially all of its creditors; or (iv) enters into an agreement for the cancellation, extension, or readjustment of substantially all of its obligations. Upon the termination of

this Agreement, the license in Section 1.1 shall immediately terminate and Licensee shall cease all use of the Application and uninstall the Application from all Devices. Licensee shall remain liable for all payments due to Company with respect to the period ending on the date of termination or expiration. For any termination other than a termination for good cause by Licensee in accordance with Section 11.2(a), the balance of all remaining subscription fees relating to the then current Term will be due and payable. Payment obligations, representations of Licensee, and the provisions of Sections 1.2, 1.3, 2, 9, 10, 11.2, and 12 through 16 shall survive any termination or expiration of this Agreement.

- 12. Disclaimer of Warranties.** LICENSEE ACKNOWLEDGES AND AGREES THAT THE APPLICATION, DOCUMENTATION, AND ANY SERVICES PROVIDED BY CRISISGO ARE PROVIDED ON AN "AS IS" AND "AS AVAILABLE" BASIS, AND THAT LICENSEE'S USE OF THE APPLICATION, DOCUMENTATION AND ANY SERVICES IS AT LICENSEE'S SOLE RISK AND DISCRETION. COMPANY AND ITS PARENTS, SUBSIDIARIES AND AFFILIATES, AND ALL OF THEIR RESPECTIVE OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, PARTNERS AND LICENSORS ("COMPANY PARTIES") HEREBY DISCLAIM ANY AND ALL REPRESENTATIONS, WARRANTIES AND GUARANTIES REGARDING THE APPLICATION, DOCUMENTATION, AND SERVICES, WHETHER EXPRESS, IMPLIED OR STATUTORY, AND INCLUDING, WITHOUT LIMITATION, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT. FURTHERMORE, COMPANY PARTIES MAKE NO WARRANTY, REPRESENTATION, OR CONDITION THAT (I) THE APPLICATION, DOCUMENTATION, OR SERVICES WILL MEET LICENSEE'S REQUIREMENTS; (II) THE APPLICATION WILL BE UNINTERRUPTED, ACCURATE, RELIABLE, TIMELY, SECURE OR ERROR-FREE; (III) THE QUALITY OF ANY PRODUCTS, SERVICES, INFORMATION OR OTHER MATERIAL ACCESSED OR OBTAINED BY LICENSEE THROUGH THE APPLICATION WILL BE AS REPRESENTED OR MEET LICENSEE'S EXPECTATIONS; OR (IV) ANY ERRORS IN THE APPLICATION, DOCUMENTATION OR SERVICES WILL BE CORRECTED. NO ADVICE OR INFORMATION, WHETHER ORAL OR WRITTEN, OBTAINED BY LICENSEE FROM COMPANY OR FROM THE APPLICATION SHALL CREATE ANY REPRESENTATION, WARRANTY OR GUARANTY. FURTHERMORE, LICENSEE ACKNOWLEDGES THAT COMPANY HAS NO OBLIGATION TO CORRECT ANY ERRORS IN OR OTHERWISE SUPPORT OR MAINTAIN THE APPLICATION. THE APPLICATION MAY BE SUBJECT TO DELAYS, CANCELLATIONS AND OTHER DISRUPTIONS. THE COMPANY PARTIES MAKE NO WARRANTY, REPRESENTATION OR CONDITION WITH RESPECT TO APPLICATION OR SERVICES, INCLUDING BUT NOT LIMITED TO, THE QUALITY, EFFECTIVENESS, REPUTATION AND OTHER CHARACTERISTICS OF THE APPLICATION OR SERVICES. CERTAIN STATE LAWS DO NOT ALLOW LIMITATIONS ON IMPLIED WARRANTIES. IF THESE LAWS APPLY TO YOU, SOME OR ALL OF THE FOREGOING DISCLAIMERS MAY NOT APPLY TO YOU, AND YOU MIGHT HAVE ADDITIONAL RIGHTS.

LICENSEE ACKNOWLEDGES AND AGREES THAT CRISISGO MAY, FROM TIME TO TIME, UTILIZE THE PRODUCTS OR SERVICES OF THIRD PARTIES IN PROVIDING CRISISGO'S SERVICES TO LICENSEE.

LICENSEE ACKNOWLEDGES AND AGREES THAT AT NO TIME IS CRISISGO MAKING ANY REPRESENTATION OR WARRANTY REGARDING ANY THIRD PARTY'S PRODUCTS OR SERVICES, NOR WILL CRISISGO BE LIABLE TO LICENSEE OR ANY THIRD PARTY FOR ANY CLAIMS ARISING FROM OR IN CONNECTION WITH SUCH THIRD PARTY'S PRODUCTS AND SERVICES. LICENSEE HEREBY DISCLAIMS AND WAIVES ANY RIGHTS AND CLAIMS LICENSEE MAY HAVE AGAINST CRISISGO WITH RESPECT TO THIRD PARTY PRODUCTS AND SERVICES, TO THE MAXIMUM EXTENT PERMITTED BY LAW.

- 13. Limitation of Liability.** TO THE FULLEST EXTENT ALLOWED BY APPLICABLE LAW, IN NO EVENT WILL THE COMPANY PARTIES BE LIABLE WITH RESPECT TO (I) ANY INDIRECT, INCIDENTAL, PUNITIVE, SPECIAL, EXEMPLARY, OR CONSEQUENTIAL DAMAGES OF ANY KIND WHATSOEVER; (II) DATA LOSS OR COST OF PROCUREMENT OF SUBSTITUTE GOODS OR SERVICES; (III) ANY LOSS OF USE, PROPERTY DAMAGE, INJURY, DEATH; OR (IV) ANY MATTER BEYOND COMPANY'S REASONABLE CONTROL, WHETHER OR NOT THE DAMAGES WERE FORESEEABLE AND WHETHER OR NOT COMPANY WAS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN NO EVENT WILL THE CUMULATIVE LIABILITY OF THE COMPANY PARTIES TO LICENSEE FOR ALL CLAIMS ARISING FROM OR RELATING TO THIS AGREEMENT, INCLUDING WITHOUT LIMITATION, ANY CAUSE OF ACTION SOUNDING IN ANY CONTRACT, NEGLIGENCE, TORT, STRICT LIABILITY OR OTHER LEGAL OR EQUITABLE THEORY EXCEED THE FEES ACTUALLY PAID

BY LICENSEE TO COMPANY HEREUNDER DURING THE 12-MONTH PERIOD PRECEDING THE EVENT GIVING RISE TO THE CLAIM OF LIABILITY. THE PARTIES AGREE THAT ANY CAUSE OF ACTION ARISING OUT OF OR RELATED TO THE THIS AGREEMENT OR THE APPLICATION, DOCUMENTATION, OR ANY SERVICES MUST COMMENCE WITHIN ONE (1) YEAR AFTER THE CAUSE OF ACTION ACCRUES. OTHERWISE, SUCH CAUSE OF ACTION IS PERMANENTLY BARRED. THE LIMITATIONS OF DAMAGES SET FORTH ABOVE ARE FUNDAMENTAL ELEMENTS OF THE BASIS OF THE BARGAIN BETWEEN THE PARTIES. THE LAWS OF SOME STATES DO NOT ALLOW FOR THE EXCLUSION OR LIMITATION OF CERTAIN DAMAGES. IF THESE LAWS APPLY TO YOU, SOME OR ALL OF THE FOREGOING EXCLUSIONS AND LIMITATIONS MAY NOT APPLY TO YOU AND YOU MIGHT HAVE OTHER RIGHTS.

14. **Force Majeure.** Company shall not lose any rights hereunder or be liable to Licensee for damages or losses on account of failure of performance by Company if the failure is the result of an Act of God (e.g., fire, flood, inclement weather, epidemic, or earthquake) war or act of terrorism, including without limitation, chemical or biological warfare, labor dispute, lockout, strike, embargo; governmental acts, orders, or restrictions; failure of suppliers or third persons; power or Internet outage; mechanical, electronic or communications failure or degradation (including "line-noise" interference); or any other reason where failure to perform is beyond the Company's reasonable control.

15. **Indemnification.**

15.1 **By Company.** Company shall defend at its own expense any action against Licensee brought by a third party to the extent that the action is based upon a claim that the Application infringes any U.S. copyrights or misappropriates any trade secrets recognized as such under the Uniform Trade Secret law, and Company will pay those costs and damages finally awarded against Licensee in any such action that are specifically attributable to such claim or those costs and damages agreed to in a monetary settlement of such action. The foregoing obligations are conditioned on Licensee giving Company (a) prompt written notice of such claim; (b) authority to control and direct the defense and/or settlement of such claim; and (c) such information and assistance as Company may reasonably request, at Company's expense, in connection with such defense and/or settlement. Notwithstanding the foregoing, Company shall have no obligation or liability to the extent that the alleged infringement or misappropriation arises from (1) Licensee Content or the combination, operation, or use of the Application with products, services, deliverables, materials, technologies, business methods or processes not furnished by Company; (2) modifications which were not made by Company; (3) Licensee's breach of this Agreement, violation of law, or use of the Application other than in accordance with this Agreement; or (4) any version of the Application other than the most recent version (collectively, "**IP Exclusions**"). Upon the occurrence of any claim for which indemnification is or may be due under this Section, or in the event that Company believes that such a claim is likely, Company may, at its option (i) modify or replace the Application so that it becomes non-infringing; (ii) obtain a license to the applicable third-party intellectual property; or (iii) terminate this Agreement (or the applicable Orders) on written notice to Licensee and refund to Licensee any pre-paid fees for Application not provided. The obligations set forth in this Section shall constitute Company's entire liability and Licensee's sole remedy for any infringement or misappropriation.

15.2 **By Licensee.** Licensee shall indemnify, hold harmless, and, at Company's option, defend the Company Parties from and against all costs and reasonable expenses (including reasonable attorneys' fees), damages, losses, and liabilities arising out of (a) IP Exclusions, (b) Licensee Content (including without limitation any third party claim that any Licensee Content is false, misleading, disparaging, violative of any law or regulation, infringing or a misappropriation, as applicable, of any intellectual property rights of a third party), including without limitation, Licensee's use of content provided by Company in Licensee's emergency management plan, which content Licensee understands is not intended as a template, but only as a starting point for Licensee to develop its own emergency management plan based on its localized emergency processes and requirements, (c) Licensee's use of the Application, including without limitation, Third Party Content, (d) Licensee's negligence or willful misconduct, or (e) Licensee's breach of its obligations set forth in this Agreement. Company agrees to give Licensee: (i) prompt written notice of such claim; (ii) authority to control and direct the defense and/or settlement of such claim; and (iii) such information and assistance as Licensee may reasonably request, at Licensee's expense, in connection with such defense and/or settlement. Notwithstanding the foregoing, Licensee

shall not settle any third-party claim, unless such settlement completely and forever releases Company with respect thereto or unless Company provides its prior written consent to such settlement. In any action for which Licensee provides defense on behalf of Company, Company may participate in such defense at its own expense by counsel of its choice.

16. Miscellaneous.

16.1 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of California, excluding its conflicts of law principles; provided, however, that the terms of any applicable law now or hereafter enacted that is based on or similar to the uniform computer information transactions act drafted by the national conference of commissioners on uniform state laws shall not apply. Each party irrevocably agrees that any legal action, suit or proceeding brought by it that in any way arises out of the Agreement must be litigated exclusively in state court in Santa Clara County, California or in a federal court in the Northern District of California.

16.2 Notice. Any notice under this Agreement shall be given in writing and shall be deemed effective to the party to be notified: (a) upon confirmed receipt by personal delivery or e-mail; (b) one (1) business day following deposit for delivery with Federal Express or any other internationally recognized overnight courier; or (c) three (3) business days after deposit with U.S. certified mail. Notice shall be addressed to each party at the location specified on the signature page to this Agreement (as may be updated by either party upon written notice to the other).

16.3 Severability. If any provision of this Agreement is held to be invalid or unenforceable in respect to a party, the remainder of this Agreement, or the application of such provision to persons other than those to whom it is held invalid or unenforceable shall not be affected and each remaining provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

16.4 Export Control. Licensee may not use, export, import, or transfer the Application except as authorized by U.S. law, the laws of the jurisdiction in which Licensee obtained the Application, and any other applicable laws. In particular, but without limitation, the Application may not be exported or re-exported (a) into any United States embargoed countries; or (b) to anyone on the U.S. Treasury Department's list of Specially Designated Nationals or the U.S. Department of Commerce's Denied Person's List or Entity List. By using the Application, Licensee represents and warrants that (i) Licensee is not located in a country that is subject to a U.S. Government embargo, or that has been designated by the U.S. Government as a "terrorist supporting" country and (ii) Licensee is not listed on any U.S. Government list of prohibited or restricted parties. Licensee also will not use the Application for any purpose prohibited by U.S. law, including the development, design, manufacture or production of missiles, nuclear, chemical or biological weapons. Licensee acknowledges and agrees that products, services or technology provided by Company are subject to the export control laws and regulations of the United States. Licensee shall comply with these laws and regulations and shall not, without prior U.S. government authorization, export, re-export, or transfer any products, services or technology provided by Company, either directly or indirectly, to any country in violation of such laws and regulations. Licensee shall indemnify Company for any breach of this Section by Licensee or its Authorized Users.

16.5 Modification, Amendment, Waiver. No modification of this Agreement, and no waiver of any breach of this Agreement, shall be effective unless in writing and signed by an authorized representative of both Parties. This Agreement may not be modified or amended without written agreement of the Parties. No waiver of any breach of this Agreement, and no course of dealing between the Parties, shall be construed as a waiver of any subsequent breach of this Agreement.

16.6 Independent Contractors. Licensee and Company acknowledge and agree that the relationship arising from this Agreement does not constitute or create any joint venture, partnership, employment relationship or franchise between them, and that they are acting as independent contractors in making and performing this Agreement.

Neither party has the power or authority as agent, employee or in any other capacity to represent, act for, bind or otherwise create or assume any obligation on behalf of the other party for any purpose whatsoever.

16.7 No Third Party Beneficiaries. Licensee and Company acknowledge that the covenants set forth in this Agreement are intended solely for the benefit of the parties to this Agreement and their respective successors and permitted assigns. Nothing in this Agreement, whether express or implied, shall confer upon any person or entity, other than the parties and their permitted successors and assigns, any legal or equitable right whatsoever to enforce any provision of this Agreement.

16.8 Assignment. Licensee may not assign, delegate, or otherwise transfer the Application, this Agreement or any of the rights granted hereunder without the prior written consent of Company. Any attempted transfer in contravention of this provision shall be null and void and of no force or effect.

16.9 Entire Agreement. The Agreement, including the attachments and any Orders, states the entire agreement between the parties regarding its subject matter and supersedes all prior and contemporaneous agreements, terms sheets, letters of intent, understandings, and communications, whether written or oral. Any terms in any purchase order or written purchase authorization that add to, or conflict with or contradict, any provisions in the Agreement will have no legal effect. This Agreement, including any Orders, may be executed in counterparts, each of which will be deemed an original and which together will constitute one and the same instrument.

16.10 Interpretation. The Section headings of this Agreement are for convenience and will not be used to interpret this Agreement. As used in this Agreement, the word "including" means "including but not limited to."

Attachment B - CrisisGo Product Suite Price Quote

Quote is valid for 60 days from quote date (see below). Purchase Orders should be made out to CrisisGo.



Quote Date:
10/2/2017

Quote Provided To:

Contact Name: Leisa Breitfelder
 Contact Email Address: lbreitfelder@linnmar.k12.ia.us
 District Name: Linn-Mar Community School District
 District Address, city, st, zip: 2999 North 10th Street, Marion, IA 52302
 Contact Name with Signatory Authority: Fill In Data Here
 Email address for Signatory Authority: Fill In Data Here
 Contact Name for Implementation: Fill In Data Here
 Email address for Implementation: Fill In Data Here

www.crisisgo.com

Phone: 314-669-9022

Fax: (618)731-4079

640 W. California Ave. Suite 210
 Sunnyvale, CA 94086

One-Time Implementation Fee: based on number of buildings <i>Set up emergency response plan including: checklists, contact information, and maps. Online training in the use of the app and web portal.</i>	11	based on # of buildings	\$ 1,000.00	\$ 1,000.00
CrisisGo App: enrollment-based per student charge (cost is not affected by the number of users)	7500	\$1.50	\$ 11,250.00	\$ 11,250.00
Daily Roster Sync with Student Information System: per building charge <i>Allows for CrisisGo users to have up-to-date class rosters (optional)</i>	11	\$150.00	\$ 1,650.00	\$ 1,650.00
Video Accounts: per account charge based on volume purchased <i>Allows select members to transmit and receive live video directly from their device (optional) (MINIMUM of 2 needed)</i>	0	\$250.00	\$ -	\$ -
On-Line Training: Minimum of one attendee per campus in attendance. Each training is 2 hours in length. (MINIMUM of 2 REQUIRED per District)	2	\$300.00	\$ 600.00	\$ 600.00
On-Site Training: \$1200 per day PLUS Travel Expenses	0	\$1,200.00	\$ -	\$ -
SMS Messaging (Optional): If Customer desires ability for redundancy in delivery of messages via SMS and through the CrisisGo app, \$100 will be charged annually for every 10,000 SMS messages sent	10000	\$100.00	\$ 100.00	\$ 100.00

CrisisGo App: enrollment-based per student charge (cost is not affected by the number of users)	7500	\$1.50	\$ 11,250.00	\$ 11,250.00
Daily Roster Sync with Student Information System: per building charge (optional)	11	\$150.00	\$ 1,650.00	\$ 1,650.00
Video Accounts: per account charge based on volume purchased (optional) (MINIMUM of 2 needed)	0	\$250.00	\$ -	\$ -
On-Line Training: Minimum of one attendee per campus in attendance. Each training is 2 hours in length.	0	\$300.00	\$ -	\$ -
On-Site Training: \$1200 per day PLUS Travel Expenses	0	\$1,200.00	\$ -	\$ -
SMS Messaging (Optional): If Customer desires ability for redundancy in delivery of messages via SMS and through the CrisisGo app, \$100 will be charged annually for every 10,000 SMS messages sent	10000	\$100.00	\$ 100.00	\$ 100.00

SAI Mentoring and Induction Program

Complete this form if you are using the SAI program to meet chapter 284A requirements

Administrator Mentoring and Induction Program**2017-18 AGREEMENT** between

The _____ Community School District (the District)

and

School Administrators of Iowa (SAI)

The District provides beginning administrators with a mentoring and induction program in accordance with § chapter 284A.5 through a collaborative arrangement with SAI. SAI provides one year of programming to support the Iowa standards for school administrators adopted pursuant to 281 Iowa Administrative Code 83.10 (284A), and to support beginning administrators' professional and personal needs. The program is structured to provide support, professional development, and access to a variety of informational resources critical to a beginning administrator's success as a leader of student achievement. Program components are described in the Program Description (a copy can be found at <http://www.sai-iowa.org/mentoring-and-induction.cfm>).

The District agrees to

1. annually provide SAI with the name(s) and position(s) of the beginning administrator(s) as soon as possible;
2. pay \$500 to SAI per new administrator participating in the mentoring program;
3. require the full participation of the mentee;
4. inform SAI of any problems with such participation; and
5. provide mileage expenses for mentee's attendance at the statewide meetings.

SAI agrees to

1. assign a mentor;
2. develop and facilitate programming that supports the mentor-mentee relationship;
3. provide direct supports to the mentee as requested; and
4. comply with all the program requirements as stipulated in § chapter 284A.5.

District: _____
(Please print)

District Authorized Signature: _____ Date _____

SAI Authorized Signature: _____ Date _____

Send one signed copy to SAI via email - aswanson@sai-iowa.org; fax - 515-267-1066 or mail -12199 Stratford Dr., Clive, IA 50325. SAI will return a signed copy to be included in the District's files. District business manager should receive a copy.

LICENSE AGREEMENT COMMERCIAL

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

1. Definitions

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

2. LICENSE

2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.

2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate times Net Sales.

2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

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

4. USE OF THE TRADEMARK

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

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

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

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

5. TERMINATION

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

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

Trademark in a manner not expressly permitted by this Agreement.

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

6. REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

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

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

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

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

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

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

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

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: Pel Industries, Inc.
(Example: LM Starz 3rd Gr Girls' BB Team)

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

Contact's Printed Name: Laura Mills

Contact's Signature: Laura Mills Date Signed: 9/20/17

How to Reach Contact: Phone: 1-800-643-3055 X104

Email: lmills@pelindustries.com

Full Address: 2001 Town West Drive
Rogers, AR 72756

Licensors:

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

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

Approver's Signature: _____ Date: _____

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

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

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

Licensee: (Commercial)

Full Name of Team/Entry: MH ADVERTISING
(Example: TM Stars 3rd Gr Girls' BB Team)

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

Contact's Printed Name: MICHAEL A HATCHER

Contact's Signature: [Signature] Date Signed: 9-28-17

How to Reach Contact: Phone: 319 533 3811

Email: BHATCHER AT IMONMAIL.COM

Full Address: 1801 WILLIAMS BLVD SW
CEDAR RAPIDS IA 52404

Licensor:

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

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

Approver's Signature: _____ Date: _____

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

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

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

Licensee: (Commercial)

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

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

Contact's Printed Name: Kyle Simon

Contact's Signature: Kyle Simon Date Signed: 9-29-17

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

Email: KJSimon@KOLLEGEOWNSPORTS.COM

Full Address: 1763 N BILSTON ST
SUO PEARIE, WI 53580

Licenser:

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

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

Approver's Signature: _____ Date: _____

Exhibit A



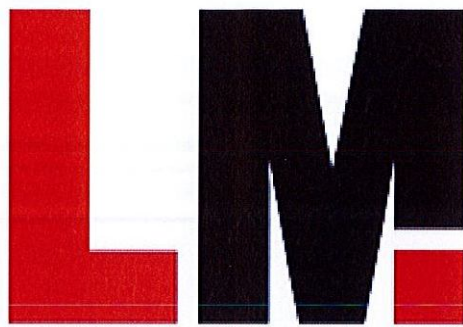
a)



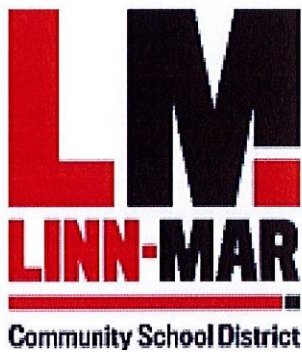
b)



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.

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, with the goal being to provide Choreography to or for the District or the District's Show Choir.

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 Choreography services which shall generally involve Dancing and preparing dances. The services to be provided shall be performed within the phases (or timeline or dates) outlined below:

August 17-24

2. **TERMS OF PAYMENT:**

The sum is to be paid at the close of the session session.

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 IC under this Agreement, District shall pay IC a total of \$_____ 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. 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 August 24. 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:

- A. Meals
- B.
- C.
- D.
- E.

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

5. **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.

6. **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.

7. **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.

8. **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.

9. **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.

10. **TERM:** This Agreement shall begin on August, 2017 and shall continue in effect until May, 2018, unless earlier terminated by either party in accordance with Section 11.

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's 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 7th day of August, 2017.

Independent Contractor

By: Davis Churchman
D. Davis Churchman

Title: self

Linn-Mar Community School District

By:

Board President

Date _____

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Alexis (Lexi) Hobson, Independent Contractor ("IC"), for the performance of certain services, with the goal being to provide Choreography to or for the District or the District's Hi-Style Show Choir.

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 Choreography services which shall generally involve Choreographing. The services to be provided shall be performed within the phases (or timeline or dates) outlined below:
Choreograph Show Choir Show - Aug. and Sept. 2017

2. **TERMS OF PAYMENT:**
The sum is to be paid at the close of the Sept. session.

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 IC under this Agreement, District shall pay IC a total of \$3,219.72 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. 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 Oct. 4, 2017. 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:

- A.
- B.
- C.
- D.
- E.

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

5. **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.

6. **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.

7. **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.

8. **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.

9. **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.

10. **TERM:** This Agreement shall begin on Aug. 1, 2017 and shall continue in effect until Oct. 1, 2017, unless earlier terminated by either party in accordance with Section 11.

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's 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 30 day of September, 2017.

Independent Contractor

By: Lefi Robson

Title: Choreographer

Linn-Mar Community School District

By: _____
Board President

Date: _____

Independent Contractor Agreement Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Gary Hoobler, Independent Contractor ("IC"), for the performance of certain services, with the goal being to provide piano accompaniment to or for the District or the District's Indian Creek Elementary.

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 piano services which shall generally involve accompaniment. The services to be provided shall be performed within the phases (or timeline or dates) outlined below:

Oct. 17	4 th grade	3 services	Nov. 28	Encore	2 services
Oct. 31	Encore	2 services	Dec. 5	2 nd grade	3 services
Nov. 7	3 rd grade	3 services			

2. **TERMS OF PAYMENT:**

The sum is to be paid at the close of the Dec. 2017 session. Any visits that are not completed in the above calendar can not be rescheduled. The sum of \$ 10 will not be paid for missed visits.

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 IC under this Agreement, District shall pay IC a total of \$ 130 for any and all planning time and \$ _____ for each site visit. 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. The site visit fee of \$ 10 will not be paid for missed site visits. 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 December 5, 2017. 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:

- A.
- B.
- C.
- D.
- E.

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

5. **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.

6. **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.

7. **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.

8. **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.

9. **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.

10. **TERM:** This Agreement shall begin on October 12, 2017 and shall continue in effect until December, 2017, unless earlier terminated by either party in accordance with Section 11.

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's 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.

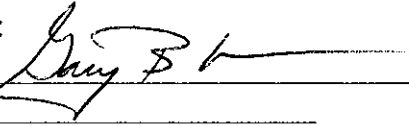
15. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises or agreements, oral or otherwise, shall be of any force or effect.

This Agreement signed and dated this 27 day of September, 2017.

Independent Contractor

Linn-Mar Community School District

By:



By:

Board President

Date:

Title:

Gary B Hoobler

Independent Contractor Agreement

Linn-Mar Community School District

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Amy Phelps, Independent Contractor ("IC"), for the performance of certain services to or for the District or the District's Oak Ridge Orchards

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 Lesson services which shall generally involve work of students. The Services to be provided shall be performed within the phases (or timelines or dates) outlined below:

Tues/Wed 8-10:15 weekly during school year

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 \$ X OR at a rate of \$ 22/hr, not to exceed \$ 3168 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:

- teaching space
- instruments
- books
- rosin

4. **TERM:** This Agreement shall begin on Sept 5, 2017 and shall continue in effect until May 16, 2018, 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 Contract 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 3 day of October, 2017.

Independent Contractor

By: *Amy Phelps*
Printed Name Amy Phelps
Title: *MD*

Linn-Mar Community School District

By: _____
Printed Name: _____
Sondra Nelson, Board President
Date: _____



Company Address 180 Montgomery St.
Suite 1580
San Francisco, CA 94104
United States
Phone (415) 870-4468

Bill To Name Linn-Mar CSD
Created Date 9/22/2017
Expiration Date 9/30/2017
Quote Number 00002957

Please send any billing questions to accounting@seesaw.me

Contract Summary

Contract Start Date 10/1/2017

Contract End Date 9/30/2018

of Students 100.00

Grand Total USD 500.00

Contract Details

Product	Quantity	Sales Price	Total Price	Invoice Date
Seesaw for Schools	100.00	USD 5.00	USD 500.00	10/1/2017

School Admin Contact (e.g. Principal, Director of Instructional Tech, etc.)

Name: Jeri Ramos

Email: jramos@linnmar.k12.ia.us

Title: Executive Director of Technology

Phone: 319-447-3066

Tech Contact (Who can help set up your school?)

Name: Jeri Ramos

Email: _____

Title: _____

Phone: _____

Billing Contact (Who should we send invoices to?)

Name: Accounts Payable

Email: _____

Title: _____

Phone: 319-447-3010

School Address

Address: 2999 N 10th St

City: Marion

State: Iowa

Zip / Post Code: 52302

By signing below, you agree (on behalf of your school or district) to pay the amount quoted above in full. Please make sure you have proper payment authorization (including a PO # if required) before signing.



Name: _____

Title: _____

Accepted By: _____

PO Number (if required): 201801839



Administrative Regulations Regarding Excursions and Trips -- Request Form

Code 603.3-R2

A written request for overnight excursions/trips must be submitted to the building principal not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized. The request will include: rationale for the excursion/trip, purpose and objectives, justification for an overnight excursion/trip *if applicable*, detailed plans for student supervision, complete itinerary, resource manual with emergency contact information and protocols, cost/budget/source of funding, list of participants and required paperwork. The district will be responsible for obtaining a substitute teacher if one is needed. Within three weeks of completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.

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

Fieldtrip Criteria: The following checklist must be submitted for overnight excursions/trips with required documentation:

Group:

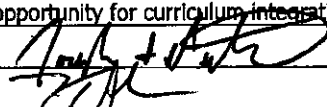

LmHS Student Council

Submitted by:

Honey Sue Heaton

(Examples; Robotics, FBLA, etc.)

(Name)

Criteria		Description	Yes	No
Purpose	Required	The purpose of excursion/trip is clearly defined and "... is a vital part of the curriculum or current activity." Reference Board Policy 603.3	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pre-Planning	Required	There is evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. 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 excursion/trip is an initial common experience or a culminating experience.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Follow-up	Required	There is evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Assessment	Required	There is evidence that students will be required to demonstrate their understanding of the learning/s expected from this experience.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Funding	Required	A source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Common Experience	Recommended	This excursion/trip is a common experience that all students at this grade level or activity group should have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Multi-disciplinary	Recommended	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	<input type="checkbox"/>	<input type="checkbox"/>
School Administrator Approval			Date	9/23/17
District Administrator Approval			Date	9/29/17
Board Approval			Date	

Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Adopted: 2/99

Reviewed: 7/11; 9/12; 9/13; 2/15

Revised: 1/0; 8/16

Itinerary –

Leave Linn-Mar at 1pm on Sunday Oct 29 & return back to Linn-Mar around 3pm on Monday Oct 30

Rest of itinerary attached!

List of attendees

Honey Sue Heater - adv

Karla Blakely – adv

10-12 members of student Council TBD

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

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

Mode of Transportation – School Vans

Transportation request will be submitted upon approval

Purpose

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

Pre-Planning

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

Follow-Up

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

Assessment

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

Funding

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

Common Experience

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

IOWA STUDENT LEADERSHIP CONFERENCE 2017

AGENDA (Times are approximate)

SUNDAY EVENING ACTIVITIES

- 6:30 - 7:00 PM **Registration**--Lobby--Iowa Events Center--3rd St.
6:00 - 6:45 PM **Pre-Conference Student Council Exchange**--Hall of Pride Theater--1st floor
7:00 - 7:45 PM **Keynote**--Leadership Activities--Gary Clark, Illinois Association of Student Councils
7:45 - 7:50 PM **Yuda Bands**, Brent Whiting
7:45 - 8:10 PM **Community Service Project**, state officers--letters & packages to children in hospital
8:10 - 9:10 PM **Hypnotist**--Gabriel

Please note there is a 10:30 PM curfew.

MONDAY MORNING GENERAL SESSION

- 8:30 AM **Registration**--Lobby Iowa Events Center--3rd Street
8:50 AM **IAICU video**
9:00 AM **Opening General Session**--Hall B, 2nd level
 - Welcome
 - Presentation of Warren E. Shull Iowa HS Adviser of the Year Award
 - Presentation of Warren E. Shull Iowa MS Adviser of the Year Award
 - Presentation of the IASC Administrator of the Year Award
 - Presentation of Honor Council Awards & National Council of Excellence Awards
 - Presentation of Kelly Nelber Service Project Award

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

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

SPECIAL INTEREST BREAK-OUT SESSIONS

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

SESSION 1

- | | | |
|-----------|--|---------------------|
| MS/HS/ADV | Ted Wiese's Challenge Leadership Workshop (ticket needed!) | HALL B |
| HS | "OSCAR--Official Student Council Awesome Retreat" | ROOM 101 |
| MS/HS/ADV | "2017-2018 State Project--Colleen's Dream Foundation" | ROOM 102 |
| MS/HS | "Sustaining Meaningful Relationships through Leadership" | ROOM 103 |
| ADV/MS | "Student Council Building Buddies" | ROOM 104 |
| MS/HS | "Every Bobcat Matters" | ROOM 105 |
| HS/MS/ADV | "Easy Money Makers" | ROOM 106 |
| ADV | "Advisor Q & A" | ROOM 107 |
| MS/HS/ADV | "Honor Council--Changes and Opportunities" | ROOM 108 |
| MS/HS/ADV | "Building a Bonded Council: Making StuCo a Family" | HY VEE HALL THEATER |
| HS | "Shoe Box Shuffle" | HALL OF HEROES |

SESSION 2

MS/HS/ADV	Ted Wiese's Challenge Leadership Workshop (ticket needed!)	HALL B
ADV/HS	<u>"Teaching Leadership in Schools"</u>	ROOM 101
MS/HS/ADV	<u>"2017-2018 State Project--Colleen's Dream Foundation"</u>	ROOM 102
MS/HS	<u>"A Glimpse at ILTC and Why YOU Should Attend"</u>	ROOM 103
ADV/MS	<u>"Student Council Building Buddies"</u>	ROOM 104
MS/HS	<u>"Every Bobcat Matters"</u>	ROOM 105
HS	<u>"Taking Leadership to the Next Level"</u>	ROOM 106
HS	<u>"Kings and Queens of the Couch"</u>	ROOM 107
HS/MS	<u>"Student Voice Outside of Student Government"</u>	ROOM 108
MS/HS/ADV	<u>"Building a Bonded Council: Making StuCo a Family"</u>	HY VEE HALL THEATER
MS/HS/ADV	<u>"Mindfulness Basics and Creating Space for FUN!"</u>	HALL OF HEROES

SESSION 3

MS/HS/ADV	Ted Wiese's Challenge Leadership Workshop (ticket needed!)	HALL B
ADV/HS	<u>"Shoe Box Shuffle"</u>	ROOM 101
MS/HS	<u>"Recycle/Create/Engage"</u>	ROOM 102
MS/HS	<u>"A Glimpse at ILTC and Why YOU Should Attend"</u>	ROOM 103
HS	<u>"Student Athlete Leadership"</u>	ROOM 104
HS/MS/ADV	<u>"Easy Money Makers"</u>	ROOM 105
HS	<u>"Taking Leadership to the Next Level"</u>	ROOM 106
HS	<u>"Kings and Queens of the Couch"</u>	ROOM 107
HS/MS	<u>"Student Voice Outside of Student Government"</u>	ROOM 108
HS/ADV	<u>"How to Become Involved at the State Level"</u>	HY VEE HALL THEATER
MS/HS/ADV	<u>"Mindfulness Basics and Creating Space for FUN!"</u>	HALL OF HEROES



Administrative Regulations Regarding Excursions and Trips -- Request Form

Code 603.3-R2

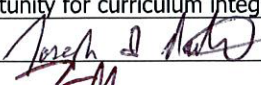

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Fieldtrip Criteria: The following checklist must be submitted for overnight excursions/trips with required documentation:

Group: Future Business Leaders of America **Submitted by:** Jane Lampe
(Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Yes	No
Purpose	Required	The purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference Board Policy 603.3	X	
Pre-Planning	Required	There is evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. 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 excursion/trip is an initial common experience or a culminating experience.	X	
Follow-up	Required	There is evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	X	
Assessment	Required	There is evidence that students will be required to demonstrate their understanding of the learning/s expected from this experience.	X	
Funding	Required	A source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3	X	
Common Experience	Recommended	This excursion/trip is a common experience that all students at this grade level or activity group should have.	X	
Multi-disciplinary	Recommended	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	X	
School Administrator Approval		 Date	10/2/17	
District Administrator Approval		 Date	10/3/17	
Board Approval		Date		

Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Adopted: 2/99

Reviewed: 7/11; 9/12; 9/13; 2/15

Revised: 1/0; 8/16

Request for Overnight Field Trip
Future Business Leaders of America
National Fall Leadership Conference
St. Louis, MO
November 10, 11, 12, 2017
Linn-Mar High School
Submitted by Dana Lampe

Purpose

The purpose of this field trip is to travel to St. Louis, MO, to attend the FBLA National Fall Leadership Conference. This two-day conference will focus on the following business topics: Business Ethics, Careers of the Future, College Information (applications, funding, freshmen 101, etc.), Communication, Community Service, Cyber Security, E-Commerce, Entrepreneurship, Etiquette for the Job, Finance, Hospitality, International/Global Skills, Job Skills, management, Marketing, Social Media, Technology, and FBLA-PBL Programs. The opening keynote will be given by motivational speaker Rhett Laubach who is the author of *Each 1 Only 1*, a personal college recruiting training program. The closing session keynote speaker will be Matt Ballace, a professional speaker and stand-up comedian who's program encourages students and adults to pursue natural highs, he is the author of the book *A Better High*.

Pre-Planning

When registering for membership, Linn-Mar FBLA members are asked to identify their career interests and what specific FBLA activities they are interested in (Community Service, Public Speaking, Networking, BAA's, CSA's, etc.). This conference is host to numerous business, economic, and leadership workshops that will enhance student learning. Students are allowed to select the workshops they would like to attend based on their interests.

Follow-Up

Students will share their experiences with members of Linn-Mar FBLA that were not able to attend the conference. Students will also have the opportunity to apply their learning in future LM coursework and competitive FBLA events in the spring.

Linn-Mar FBLA members are often involved with committees (fundraising, community service, conference planning, and event preparation. Upon their return, conference attendees will share their learning and apply their new knowledge with their committee members to help direct and improve the Linn-Mar FBLA chapter and dispense the new knowledge to the rest of the organization. This will occur, initially, over the course of our November and December chapter meetings and the individual committee meetings. The knowledge will continue to be applicable beyond these initial gatherings.

Assessment

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

Funding

Students will be responsible for their own travel, lodging and tour expenses to attend the conference. Booster Club funds will cover conference registration for each student, \$65. General dues, fundraising and FBLA funds will cover adviser expenses. Students are expected to bring additional money for expenditures on their own.

Student and adviser Fees

Registration	\$65.00 (Booster Funds will cover)
Transportation	150.00 (approx. still be determined)
Lodging	130.00
Tours and taxi fees	25.00 (approx.)

Common Experience

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

Multi-Disciplinary

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

List of Participants

For student confidentiality/privacy, student names not listed

Overnight Accommodations

Hyatt Regency St. Louis at the Arch
315 Chestnut Street
St. Louis, MO 63102
P 314.655.1234
F 314.241.9839 (Guest Fax)

Mode of Transportation

Students will travel in Charter Bus organized by Iowa FBLA with Hawkeye Stages. Bus will depart Marion area on Friday, November 10 and arrive back on Sunday, November 12; times still to be determined.

Preliminary Conference Schedule

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

Friday

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

Saturday

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