

2022-23 Student Fee Schedule

STUDENT FEES	2021-22	2022-23
Textbook/Supply Fee		
AK-4	\$50.00	\$50.00
AK-4 Reduced	\$25.00	\$25.00
5-8	\$60.00	\$60.00
5-8 Reduced	\$30.00	\$30.00
9-12	\$90.00	\$90.00
9-12 Reduced	\$45.00	\$45.00
9-12 Towel Fee	\$1.00	\$1.00
Kirkwood Class Drop Fee		
	\$250.00	\$250.00
Instrumental Rentals (HS/MS/Intermediate)		
School-Owned	\$50.00	\$55.00
Percussion	\$50.00	\$55.00
Reduced	\$25.00	\$25.00
Marching Band		
Marching Band Fee	N/A	\$60.00
Instrument Rental	N/A	\$20.00
Jazz Band		
Instrument Rental	N/A	\$35.00
Orchestra Uniform Rental		
	\$10.00	\$10.00
Choir Concert Apparel Fee		
	\$10.00	\$10.00
Show Choir		
10th Street	\$500.00	\$500.00
10th Street Reduced	\$250.00	\$250.00
In Step	\$475.00	\$475.00
In Step Reduced	\$237.50	\$237.50
Hi-Style	\$450.00	\$450.00
Hi-Style Reduced	\$225.00	\$225.00

HIGH SCHOOL	2021-22	2022-23
Activity Ticket	\$50.00	\$50.00
Varsity Athletic Admissions		
K-12 Football	\$5.00	\$7.00
Adult Football	\$7.00	\$7.00
K-12 (Other Sports)	\$4.00	\$5.00
Adult (Other Sports)	\$5.00	\$5.00
Fresh/Soph/JV Athletic Admissions		
K-12 (All Sports)	\$2.00	\$5.00
Adult (All Sports)	\$3.00	\$5.00
Music Events		
K-12 Students	\$2.00	\$2.00
Adults	\$3.00	\$3.00
Senior Citizens	\$2.00	\$2.00
Musicals		
Single Ticket	\$10.00	\$12.00
Drama Events		
K-12 Students	\$5.00	\$5.00
Adults	\$5.00	\$5.00
Parking Pass		
	\$25.00	\$25.00
Parking Fines (per occurrence)		
	\$25.00	\$25.00
Yearbook		
5-8	\$25.00	\$25.00
9-12	\$70.00	\$70.00
Cap & Gown		
Graduates	\$40.00	\$40.00

Middle School	2021-22	2022-23
Fine Arts	\$1.00 or GWD	\$1.00 or GWD
Athletics	\$1.00 or GWD	\$1.00 or GWD

Summer Programs	2021-22	2022-23
Kirkwood Drivers Education Full Tuition	\$400.00	\$400.00
Kirkwood Drivers Education Reduced Tuition	\$200.00	\$200.00

MEALS	2021-22	2022-23
Lunch		
K-4	Free	\$3.00
5-8	Free	\$3.05
9-12	Free	\$3.15
K-12 Reduced	Free	\$0.40
Adult or Add'l Student Meal	\$3.95	TBD by State
Breakfast		
K-4	Free	\$2.00
5-8	Free	\$2.00
9-12	Free	\$2.00
K-12 Reduced	Free	\$0.30
Adult or Add'l Student Meal	\$2.20	TBD
Milk	\$0.50	\$0.50



Inspire Learning.
Unlock Potential.
Empower Achievement.

**School Board Meeting Minutes
May 9, 2022**

100: Call to Order and Determination of a Quorum

The Linn-Mar School Board meeting was called to order at 5:00 PM in the boardroom of the Learning Resource Center (2999 N 10th St, Marion). Roll was taken to determine a quorum. Present: Buchholz, Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Administration present: Bisgard, Breitfelder, Christian, Ramos, Read, and Wear.

200: Adoption of the Agenda *Motion 205-05-09*

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

300: Special Recognition

Kim Buelt, Linn-Mar High School Associate Principal; Ann and Kevin Fry, Contest Speech Sponsors; and Students Ian McKinney and Alec Helmle introduced the Contest Speech team and highlighted some of their achievements during the 2021-22 school year.

400: Unfinished Business

401: Review of Bids Pertaining to Sale of Bonds – Exhibits 401.1-2

Matt Gillaspie, Managing Director with Piper Sandler, reviewed the bids received regarding the sale of approximately \$15,900,000 school infrastructure sales, services, and use tax revenue refunding bonds, series 2022.

402: Resolution Directing Sale of Bonds – Exhibits 401.1-2 *Motion 206-05-09*

MOTION by Buchholz to approve the resolution directing the sale of approximately \$15,900,000 school infrastructure sales, services, and use tax revenue refunding bonds, series 2022, to Hilltop Securities (Dallas, TX) as the lowest, responsible, responsive bidder. Second by Weaver. Roll call vote, all ayes. Motion carried.

403: Resolution Authorizing Redemption of Bonds – Refer to Exhibits 401.1-2 *Motion 207-05-09*

MOTION by Wall to approve the resolution authorizing the redemption of the outstanding school infrastructure sales, services, and use tax revenue bonds, series 2010, dated March 1, 2010, of the Linn-Mar Community School District, state of Iowa, and directing notice be given. Second by Walker. Roll call vote, all ayes. Motion carried.

404: Resolution Authorizing Redemption of Bonds – Refer to Exhibits 401.1-2 *Motion 208-05-09*

MOTION by Wall to approve the resolution authorizing the redemption of the outstanding school infrastructure sales, services, and use tax revenue bonds, series 2015, dated July 1, 2015, of the Linn-Mar Community School District, state of Iowa, and directing notice be given. Second by Buchholz. Roll call vote, all ayes. Motion carried.

500: Informational Reports, Discussions, and Presentations

501: Teacher Leadership Update – Exhibit 501.1

Shana Helmke, Rachel Morris, and Samantha Dykes, Teacher Leadership Innovation Coaches, shared an update on Innovative Learning including information on what the program is, how it is implemented in the classrooms, an overview of the 2021-22 cohort, why the program is important in student learning, and next steps.

502: Governor Reynolds and Representative Hinson Meeting

President Morey clarified that six of the seven board members and Superintendent Bisgard did not know about the meeting hosted by Governor Reynolds and Representative Hinson on May 4th at Thomas Park. Morey also clarified that Board Member Rollinger was aware of the meeting and was invited to attend. The board asked Rollinger several questions to clarify what occurred at the meeting and to understand his thoughts behind not notifying the rest of the board about the meeting.

503: MEDCO Annual Luncheon

Board members reported they enjoyed the MEDCO annual luncheon on May 4th hosted at Prospect Meadows and were excited to see Venture Academics and the Community Build partnerships recognized.

504: Marion City Council

Board Member Wall reported that during the May 5th Marion City Council meeting the main topic of discussion was the Marion Library and that there were some agenda items pertaining to additional housing developments off of Alburnett Road.

505: Board Visits

The board shared that they enjoyed their visits to Novak Elementary (April 26th) and the Operations & Maintenance/Transportation Department (May 5th). Highlights of the Novak visit were seeing the students and staff excited and engaged in learning. Highlights of the O&M/Transportation visit were hearing about the in-house maintenance on the buses and the electronic tracking of the buses. Board members were also excited to see the building and hear about the many things the O&M staff cover.

506: Retention Bonus Update

Superintendent Bisgard shared that the School Budget Review Committee approved the district's request for approval to offer the remaining 683 qualifying staff members a \$1,000 retention bonus. The bonus will be awarded during June payroll. Bisgard also thanked former CFO/COO JT Anderson for his hard work and assistance in processing the request with the SBRC. Morey shared words of thanks to the board for their dedication to the staff in supporting the retention bonus.

507: Superintendent's Update – Exhibit 507.1

Superintendent Bisgard reported that the first Facilities Steering Committee meeting was held and focused on Phase I of the project, which includes the construction of additional parking on the north side of the high school, new district tennis courts, an additional performance venue located at the high school, and a new administration building.

600: New Business

601: Open Enrollment Requests *Motion 209-05-09*

MOTION by Buchholz to approve the open enrollment requests as presented. Second by Nelson. Voice vote, all ayes. Motion carried.

Approved IN for 2022-23 School Year

Name	Grade	Resident District	Reason
Warren, Damien	K	Cedar Rapids CSD	On time

Denied IN for 2022-23 School Year

Name	Grade	Resident District	Reason
LaRue, Charlotte	6 th	Cedar Rapids CSD	Insufficient space

Approved OUT for 2022-23 School Year

Name	Grade	Requested District	Reason
Bettcher, Brynlee	8 th	Mt Vernon CSD	Good cause
Farber, Tyler	9 th	Marion Independent	Good cause
French, Myleigh	7 th	Alburnett CSD	Good cause
Lennox, Avery	6 th	Marion Independent	Good cause
Lennox, Maddox	4 th	Marion Independent	Good cause
Lennox, Vivienne	2 nd	Marion Independent	Good cause
Luth, Audrey	1 st	Alburnett CSD	Good cause
Luth, Bennett	2 nd	Alburnett CSD	Good cause

Denied OUT for 2022-23 School Year

Name	Grade	Requested District	Reason
Scott, Jason	5 th	Clayton Ridge	Late

700: Consent Agenda *Motion 210-05-09*

MOTION by Walker to approve the consent agenda as presented. Second by Wall. Rollinger noted that Item #704 included contracts that were already completed prior to board approval. Bisgard clarified that the issue is being addressed and procedures updated. Weaver congratulated Ann Loftus on her retirement. Voice vote. Ayes: Buchholz, Morey, Nelson, Walker, Wall, and Weaver. Nay: Rollinger. Motion carried.

701: Personnel

Certified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Bryant, Judy	WE: Reading Teacher	4/25/22	BA+12, Step 14
Dodge, Erica	HS: Science Teacher	8/10/22	MA, Step 1
Kelley, Tyler	EX: Math/Science Teacher	8/10/22	BA, Step 1
Westpfahl, Beau	From BW to OR Physical Education Teacher	8/17/22	Same

Certified Staff: Resignation

Name	Assignment	Dept Action	Reason
Bennett, Sarah	HS: Student Support Services Teacher (.5 FTE)	5/27/22	Personal
Crawley, Anthony	NE: 3 rd Grade Teacher	5/27/22	Other employment
Loftus, Ann	LG: Student Support Services Teacher	5/27/22	Retirement
Miller, Tiffany	EH: 1 st Grade Teacher	5/27/22	Relocation
Peterson, Erica	LG: 1 st Grade Teacher	5/27/22	Other employment
Turner, Tammi	WF: Associate Principal	6/30/22	Other employment

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Entas, Jami	O&M: From WF Custodian to Athletic Grounds/Facilities Coordinator	5/10/22	SEIU E, Step 16
Holub, Tim	HP: Custodian	4/27/22	SEIU C, Step 1
Nicholson, David	LRC: Chief Financial/Operating Officer	7/1/22	\$155,000/year
Nuehring, Michelle	District; Autism Consultant	8/1/22	\$85,000/year
Stivers, Shelby	BP: Student Support Associate	5/16/22	LMSEAA II, Step 1
Teff, Matthew	TR: Auto Mechanic	5/9/22	SEIU E, Step 1

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Behrens, Blake	AC: Aquatic Instructor	4/22/22	Personal
Henry, Janet	EH: Student Support Associate	4/26/22	Personal
Mason, Megan	BP: Student Support Associate	5/4/22	Personal
Peddicord, Tricia	NE: Building Secretary	6/17/22	Personal
Vawter, Carla	NS: OR General Help/Cashier	4/26/22	Personal

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

Name	Assignment	Dept Action	Salary Placement
Bemenderfer, Ronda	EX: 7 th Gr Assistant Girls Track Coach	3/21/22	\$2,948
Chapman, Kennedy	HS: Assistant Varsity Poms Coach	8/8/22	\$3,000
Colbert, Marcus	HS: From Head 9 th Gr Boys Basketball to Assistant Varsity Coach	5/4/22	Same
Cory, Nic	EX: Assistant 8 th Gr Boys Basketball Coach	8/23/22	\$2,948
Geers, Mike	HS: Head Girls Wrestling Coach	4/24/22	\$5,528
Kelley, Tyler	EX: Head 7 th Gr Boys Basketball Coach	8/23/22	\$3,317
Rowland, Nicole	HS: Assistant Volleyball Coach	8/8/22	\$2,948
Wagner, Justin	HS: Assistant Baseball Coach	5/2/22	\$1,500

Co/Extra-Curricular Staff: Resignation

Name	Assignment	Dept Action	Reason
Crandall, Sheri	HS: Prom Sponsor	6/1/22	Personal
Streicher, Alex	EX: Assistant 7 th Gr Wrestling Coach	5/4/22	Relocation

702: Approval of April 25th Minutes – Exhibit 702.1

703: Approval of Bills – Exhibit 703.1

704: Approval of Contracts – Exhibits 704.1-7

1. Kirkwood Workplace Learning Connection memorandum of understanding
2. Hall & Hall Engineers professional services agreement
3. Mady Arenson independent contractor agreement
4. Robert Gearhart independent contractor agreement
5. Gabrielle Harvey independent contractor agreement
6. Darby Russell independent contractor agreement
7. Lee Nelson independent contractor agreement

705: Fundraising Requests – Exhibits 705.1-4

1. JV Poms Team Posters: May 2022, estimated proceeds \$4,000 for uniform costs
2. JV Poms Cars Wash: June 2022, estimated proceeds \$1,000 for choreographer fees
3. Varsity Poms Poster Sponsors: June 2022, estimated proceeds \$5,000 for uniforms/travel
4. Varsity Poms Kids Clinic: June & October 2022, estimated proceeds \$8,000 for travel/fees

800: Board Communications, Calendar, and Committees

800: Board Communications: Morey reviewed the board calendar.

802: Board Calendar

Date	Time	Event	Location
May 9	7:00 PM	Senior Recognition Night	HS Auditorium
May 10	11:30 AM	SODA/TRY Luncheon	Indian Creek Country Club
May 13	1:00 PM	Success Center Graduation Parade	Success Center
May 16	1:00 PM	MEDCO Community Build Celebration	2095 3 rd Avenue, Marion
May 18	1:00 PM	Policy Committee	LRC Room 5
May 18	4:00 PM	SIAC Committee	LRC Boardroom
May 19	Noon	100-Hour Volunteer Celebration	Hills Bank, Marion
May 19	5:30 PM	Marion City Council (Buchholz)	City Hall/Virtual
May 23	5:00 PM	Board Meeting	LRC Boardroom
May 24	1:00-4:00 PM	Compass Graduation Celebration	LRC Gym
May 26	---	Last Day of School	2-Hour Early Dismissal
May 29	1:00 PM	High School Graduation	Alliant Energy Powerhouse
Date	Time	Event	Location
June 9	5:30 PM	Marion City Council (Wall)	City Hall/Virtual
June 9	All Day	LM Foundation Lion's Open	Hunters Ridge Golf Course
June 20	5:00 PM	Board Meeting	LRC Boardroom
June 23	5:30 PM	Marion City Council (Morey)	City Hall/Virtual

803: Committees and Advisories

Committee	2021-22 Representatives
Finance/Audit Committee	Buchholz, Morey, and Weaver
Policy/Governance Committee	Morey, Nelson, and Wall
Career & Technical Education Advisory (CTE)	Nelson, Rollinger, and Walker
School Improvement Advisory Committee (SIAC)	Rollinger, Walker, and Wall

900: Audience Communications

1. Gary Sellner (LM Resident): Thanked board for listening regarding policies 504.13-13R
2. Jo Pearson (LM Teacher): Thanked board for decision on 504.13-13R policies
3. Rick Mersch (LM Resident): Thanked board for decision on 504.13-13R policies
4. Gretchen Lawyer (Community Member): Thanked board for decision on 504.13-13R policies
5. Amy Hutcheson (LM Teacher): Spoke against board's decision on policies 504.13-13R
6. Anna Clymer (LM Parent): Thanked board for decision on 504.13-13R policies
7. Cindy Kettlekamp (LM Parent): Spoke about closed mindedness
8. Ralph Kendrick (LM Parent): Spoke about lack of truth
9. Geralyn Jones (LM Parent): Spoke against board's decision on policies 504.13-13R
10. Allie Mersch (LM Alumni): Thanked board for decision on 504.13-13R policies

1000: Adjournment Motion 211-05-09

MOTION by Walker to adjourn the meeting at 7:37 PM. Second by Wall. Voice vote, all ayes. Motion carried.

Brittania Morey, Board President

Gayla Burgess, Interim Board Secretary

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$450.00
IOWA SWIMMING, INC (DES MOINES)	GENERAL SUPPLIES	\$945.00
SPLASH MULTISPORT	additional comp.	\$2,057.01
SPLASH MULTISPORT	GENERAL SUPPLIES	\$1,008.00
USA SWIMMING/IOWA SWIMMING, INC	additional comp.	\$5.00
USA SWIMMING/IOWA SWIMMING, INC	GENERAL SUPPLIES	\$1,120.00
Fund Total:		\$5,585.01
Fund: DEBT SERVICE		
CUSIP GLOBAL SERVICES	OTHER PROFESSIONAL	\$21,850.00
UMB BANK, N.A.	OTHER PROFESSIONAL	\$600.00
Fund Total:		\$22,450.00
Fund: GENERAL		
95 PERCENT GROUP INC	INSTRUCTIONAL SUPPLIES	\$35,899.00
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$95.00
ADVANCE AUTO PARTS	TRANSP. PARTS	\$196.15
ADVANTAGE	GENERAL SUPPLIES	\$99.18
AGVANTAGE FS	PROPANE	\$7,812.28
AIRGAS NORTH CENTRAL	INSTRUCTIONAL SUPPLIES	\$294.33
AIRGAS NORTH CENTRAL	MAINTENANCE SUPPLIES	\$527.65
ALL INTEGRATED SOLUTIONS	TRANSP. PARTS	\$50.63
ALLENSWORTH DANIELLE	TRAVEL	\$10.73
ALLIANT ENERGY	ELECTRICITY	\$8,958.21
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$105.45
AMERICAN SPECIALTIES	OTHER PROFESSIONAL	\$37.03
ANTONIO AMO CUELLAR	OFFICIAL/JUDGE	\$70.00
APPLE COMPUTER INC	INSTRUCTIONAL SUPPLIES	\$299.00
ASAVIE TECHNOLOGIES/AKAMAI TECHNOLOGIES	COMPUTER SOFTWARE	\$60.00
AUTO-JET MUFFLER	TRANSP. PARTS	\$1,656.55
BERGGREN ELIZABETH	TRAVEL	\$24.18
BIG RIGGER BUILDERS INC	GENERAL SUPPLIES	\$444.60
BIO CORPORATION	INSTRUCTIONAL SUPPLIES	\$2,485.31
BLAHA MEGAN	TRAVEL	\$1.13
BOEHM ROMAN	OFFICIAL/JUDGE	\$70.00
BROCK FAMILY MUSIC LLC	INSTRUCTIONAL SUPPLIES	\$1,590.00
BULLARD JULIA	Professional Educational Services	\$500.00
BURGESS GAYLA	TRAVEL	\$19.50
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$60.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$450.00
CALCARA MARILYN	TRAVEL	\$16.11
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$1,709.96
CEDAR RAPIDS BOWLING CENTER	INSTRUCTIONAL SUPPLIES	\$449.16
CEDAR RAPIDS COMM SCH DIST	TUITION IN STATE	\$107,018.20
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$1,054.93

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
CEDAR VALLEY WORLD TRAVEL	TRANSP PRIVATE CONT	\$4,930.00
CENTRAL PROGRAMS, INC	LIBRARY BOOKS	\$1,451.13
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$2,358.20
CENTURYLINK	TELEPHONE	\$767.36
CONVERGE ONE	OTHER TECH SER	\$39,510.00
CULLIGAN	GENERAL SUPPLIES	\$378.90
D & K PRODUCTS	GROUNDS UPKEEP	\$250.00
DEPARTMENT OF EDUCATION	BUS INSPECTION FEES	\$150.00
DYKES SAMANTHA	TRAVEL	\$86.58
E.O. JOHNSON BUSINESS TECHNOLOGIES	GENERAL SUPPLIES	\$400.59
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$72.66
FASSELIUS CASEY	TRAVEL	\$5.27
FECHT AMY	TRAVEL	\$14.04
FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	\$100.62
FRYE JENNIFER	TRAVEL	\$96.72
GAUGER CATHY	TRAVEL	\$23.24
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$1,173.96
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$758.24
HALVERSON GINGER	TRAVEL	\$367.38
HANDS UP COMMUNICATIONS	PROF SERV: EDUCATION	\$2,168.75
HARVEY, GABRIELLE	Professional Educational Services	\$300.00
HAYES ELIZABETH	TRAVEL	\$48.05
HEMESATH CORTNEE	TRAVEL	\$81.12
HOFSTETTER, CYNTHIA	TRAVEL	\$28.08
HORSEY ANDREA	MISC REVENUE	\$47.00
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$276.50
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	\$272.54
IMON COMMUNICATIONS LLC	INTERNET- COVID RELATED	\$180.00
IMON COMMUNICATIONS LLC	TELEPHONE	\$2,417.03
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$61,323.70
IOWA HIGH SCHOOL MUSIC ASSOC	INSTRUCTIONAL SUPPLIES	\$6,181.00
ISFIS	OTHER PROFESSIONAL	\$634.50
JOSTENS, INC	INSTRUCTIONAL SUPPLIES	\$2,974.00
KEANE STEVEN	OFFICIAL/JUDGE	\$70.00
KIRKWOOD COMM COLLEGE	GENERAL SUPPLIES	\$200.00
KLINE ERIC	MISC REVENUE	\$47.00
KNIGHTON SHAWN	TRAVEL	\$20.28
KNIPPER VICTORIA	MISC REVENUE	\$47.00
KOENEN KARLA	TRAVEL	\$22.70
KOENIGHAIN NICHOLAS	OFFICIAL/JUDGE	\$70.00
LAKE MICHELE	TRAVEL	\$24.18
LANGUAGE TESTING INTERNATIONAL, INC	INSTRUCTIONAL SUPPLIES	\$30.00
LETTER PERFECT	GENERAL SUPPLIES	\$607.47
LETTER PERFECT	INSTRUCTIONAL SUPPLIES	\$18.80
LIGHTSPEED TECHNOLOGIES, INC	INSTRUCTIONAL SUPPLIES	\$9,245.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$1,692.70
LINN COUNTY REC	ELECTRICITY	\$32,452.91
LITTLE WISH YOGA	OTHER PROFESSIONAL	\$90.00
LYNCH COLLISION CENTER	VEHICLE REPAIR	\$4,559.87
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$604.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$310.31
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$228.00)
MARCO TECHNOLOGIES, LLC	Copies	\$9,870.36
MARCO TECHNOLOGIES, LLC	INSTRUCTIONAL SUPPLIES	\$3,103.75
MARION COLUMBUS CLUB	INSTRUCTIONAL SUPPLIES	\$720.00
MARION INDEPENDENT SCHOOLS	TUITION IN STATE	\$219,375.80
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	\$246.76
MARION JANITORIAL SUPPLY CO	MAINTENANCE SUPPLIES	\$23.46
MARTIN CAMILLA	TRAVEL	\$11.27
MARTIN JULIE	MISC REVENUE	\$47.00
MATHESON-LINDWELD	INSTRUCTIONAL SUPPLIES	\$35.95
MCBRIDE CHRYSANN	Professional Educational Services	\$5,595.85
MCCONAHAY GINA	TRAVEL	\$104.47
MENARDS -13127	GENERAL SUPPLIES	\$979.85
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$605.72
MENARDS -13127	SHOP TOOLS/EQUIPMENT	\$186.10
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$10,468.52
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	(\$36,421.15)
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$27,541.68
MICHEEL COURTNEY	TRAVEL	\$67.59
MID AMERICAN ENERGY	NATURAL GAS	\$403.22
MIDWAY OUTDOOR EQUIPMENT INC	REPAIR/MAINT SERVICE	\$263.98
MIDWEST WHEEL	TRANSP. PARTS	\$204.24
NICKEL JENNIFER	MISC REVENUE	\$47.00
NOTEWORTHY MUSIC SERVICES, INC	INSTRUCTIONAL SUPPLIES	\$215.00
O'CONNELL MICHAELA	TRAVEL	\$51.56
OLSON MADELYN	INSTRUCTIONAL SUPPLIES	\$108.00
ORCHESTRA IOWA	Professional Educational Services	\$168.00
ORKIN PEST CONTROL	Pest Control	\$220.00
PAPA JOHNS PIZZA	INSTRUCTIONAL SUPPLIES	\$100.73
PELIKAN EMILY	TRAVEL	\$14.47
PENALUNA MIKE	MISC REVENUE	\$47.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$84.99
PHILGREEN DUANE	INSTRUCTIONAL SUPPLIES	\$160.00
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$248.10
POWER LIFT	EQUIPMENT >\$5,000	\$4,353.40
POWER LIFT	INSTRUCTIONAL SUPPLIES	\$4,353.40
PROJECT LEAD THE WAY	INSTRUCTIONAL SUPPLIES STEM GRANT 2022	\$5,892.75
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	\$3,003.45
PUSH-PEDAL-PULL	GENERAL SUPPLIES	\$1,693.58

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
QUALITY BEGINNINGS INC.	PROF SERV: EDUCATION	\$9,636.00
REALLY GOOD STUFF, LLC	INSTRUCTIONAL SUPPLIES	\$16.58
REAMS SPRINKLER SUPPLY	REPAIR PARTS	\$30.98
RED CEDAR CHAMBER MUSIC	Professional Educational Services	\$500.00
RINIKER ABEGEAL	TRAVEL	\$12.29
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$721.50
ROTARY CLUB OF MARION-EAST CEDAR RAPIDS	DUES AND FEES	\$195.00
ROTO-ROOTER	REPAIR/MAINT SERVICE	\$450.00
ROYAL IMAGING SUPPLIES	INSTRUCTIONAL SUPPLIES	\$81.50
SAFEGUARD	GENERAL SUPPLIES	\$1,272.81
SCHULT BARBARA	TRAVEL	\$42.20
SCHULTZ STRINGS INC	EQUIPMENT REPAIR	\$57.25
SCRANTON MATTHEW	OFFICIAL/JUDGE	\$70.00
SECOND STORY PROMOTIONS, INC.	INSTRUCTIONAL SUPPLIES	\$526.97
STAMP CAROL	TRAVEL	\$86.58
STERN MATT	TRAVEL	\$36.11
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,049.85
SWAMP FOX BOOKSTORE & SWAMP FOX KIDS	LIBRARY BOOKS	\$72.25
SYNOVIA SOLUTIONS, LLC	GENERAL SOFTWARE	\$288.35
THE SHREDDER	OTHER PROFESSIONAL	\$597.00
THINK SAFE INC	GENERAL SUPPLIES	\$1,295.00
THINKING COLLABORATIVE, LLC	INSTRUCTIONAL SUPPLIES	\$968.00
THINKING COLLABORATIVE, LLC	PROF SERV: EDUCATION	\$1,200.00
TOBII DYNVOX LLC	INSTRUCTIONAL SUPPLIES	\$159.99
TRAINOR MELANI	MISC REVENUE	\$47.00
TRI-CITY ELECTRIC COMPANY OF IOWA	COMPUTER SOFTWARE	\$4,903.00
TRI-STATE TRAVEL	TRANSP PRIVATE CONT	\$2,185.00
TRIBBLE ALAN	OFFICIAL/JUDGE	\$70.00
U.S. CELLULAR	TELEPHONE	\$203.85
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY	\$1,140.67
VERIZON WIRELESS	TELEPHONE	\$463.32
WEISS REBECCA	MISC REVENUE	\$47.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$134.50
WIELAND & SONS LUMBER CO	INSTRUCTIONAL SUPPLIES	\$565.00
YOUNG JACOB	STAFF TRAVEL	\$7.02
Fund Total:		\$648,104.07
Fund: LOCAL OPT SALES TAX		
CDW - GOVERNMENT	COMP/TECH HARDWARE	\$7,903.80
RIVERSIDE TECHNOLOGIES, INC	COMP/TECH HARDWARE	\$169,125.00
Fund Total:		\$177,028.80
Fund: NUTRITION SERVICES		
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD	\$27,840.09
HOYER SHARON	GENERAL SUPPLIES	\$36.90
MARCO TECHNOLOGIES, LLC	Copies	\$5.59

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
MARTIN BROTHERS DISTRIBUTING CO., INC	PURCHASE FOOD	\$39,010.14
PAN-O-GOLD BAKING CO.	PURCHASE FOOD	\$2,701.94
Fund Total:		\$69,594.66
Fund: PHY PLANT & EQ LEVY		
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	\$5,194.70
HAWKEYE COMMUNICATION/FANDEL ALARM	CONSTRUCTION SERV	\$1,620.00
IOWA-ILLINOIS TAYLOR INSULATION, INC.	CONSTRUCTION SERV	\$3,422.50
MARION JANITORIAL SUPPLY CO	EQUIPMENT >\$5,000	\$617.18
PEARSON WALL SYSTEMS	CONSTRUCTION SERV	\$2,470.00
PLUMB SUPPLY CO.	BLDG. CONST SUPPLIES	\$3,459.80
POWER LIFT	EQUIPMENT >\$5,000	\$4,353.40
RAPIDS WHOLESALE EQUIP CO	BLDG. CONST SUPPLIES	\$460.35
SHIVE-HATTERY INC.	ARCHITECT	\$1,200.00
SHIVE-HATTERY INC.	CONSTRUCTION SERV	\$3,278.90
TRI-CITY ELECTRIC COMPANY OF IOWA	CONSTRUCTION SERV	\$2,746.15
WALSH DOOR & HARDWARE	BLDG. CONST SUPPLIES	\$2,070.00
Fund Total:		\$30,892.98
Fund: PUB ED & REC LEVY		
BLUE GRASS ENTERPRISES INC	GROUNDS UPKEEP	\$516.00
D & K PRODUCTS	GROUNDS UPKEEP	\$9,920.00
HALL & HALL ENGINEERS INC	OTHER PROFESSIONAL	\$1,500.00
Fund Total:		\$11,936.00
Fund: SALES TAX REVENUE BOND CAP PROJECT		
HALL & HALL ENGINEERS INC	ARCHITECT	\$698.00
Fund Total:		\$698.00
Fund: STUDENT ACTIVITY		
AL- SHMERY FALIHA	OFFICIAL/JUDGE	\$130.00
AL-YASSIRI LATIF	OFFICIAL/JUDGE	\$130.00
APPLE COMPUTER INC	INSTRUCTIONAL SUPPLIES	\$999.00
ASPI SOLUTIONS, INC	DUES AND FEES	\$192.00
BELIN JARED	OFFICIAL/JUDGE	\$115.00
BEST GREGORY	OFFICIAL/JUDGE	\$115.00
BOEHM ROMAN	OFFICIAL/JUDGE	\$115.00
CAWKWELL JACOB	OFFICIAL/JUDGE	\$250.00
CITY OF MARION.	INSTRUCTIONAL SUPPLIES	\$183.60
CONDON MICHAEL J	OFFICIAL/JUDGE	\$100.00
DUGGAN KYLE	OFFICIAL/JUDGE	\$30.00
ELITE SPORTS	INSTRUCTIONAL SUPPLIES	\$110.83
FALAH AL-YASSIRI	OFFICIAL/JUDGE	\$145.00
HARKER THAD	OFFICIAL/JUDGE	\$65.00
HAZIM AL-YASIRI	OFFICIAL/JUDGE	\$125.00
HERNANDEZ INO	OFFICIAL/JUDGE	\$142.72
HOME GROWN PETS INC	INSTRUCTIONAL SUPPLIES	\$630.43
HUNTERS RIDGE GOLF COURSE	DUES AND FEES	\$2,530.00

Linn-Mar Community School District

IA - Warrants Paid Listing

Criteria

Date Range: 05/06/2022 - 05/19/2022

Fiscal Year: 2021-2022

Vendor Name	Description	Check Total
HUNTERS RIDGE GOLF COURSE	INSTRUCTIONAL SUPPLIES	\$224.00
IOWA GIRLS HIGH SCHOOL ATHLETIC UNION	INSTRUCTIONAL SUPPLIES	\$60.00
IOWA HIGH SCHOOL ATHLETIC ASSOC	INSTRUCTIONAL SUPPLIES	\$30.00
IOWA HIGH SCHOOL MODEL UN	INSTRUCTIONAL SUPPLIES	\$230.00
JANDIK DEAN	OFFICIAL/JUDGE	\$60.00
KENNEDY HIGH SCHOOL	DUES AND FEES	\$1,100.00
KENNY DRANNON	OFFICIAL/JUDGE	\$135.00
KOENIGHAIN NICHOLAS	OFFICIAL/JUDGE	\$150.00
LETTER PERFECT	INSTRUCTIONAL SUPPLIES	\$61.50
LIBERTY HIGH SCHOOL	DUES AND FEES	\$180.00
LRS PORTABLES OF IOWA	DUES AND FEES	\$316.57
MARSHALLTOWN HIGH SCHOOL	DUES AND FEES	\$60.00
MCMASTER-CARR	INSTRUCTIONAL SUPPLIES	\$210.90
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$307.83
MOHWINKLE BRAD	OFFICIAL/JUDGE	\$165.00
MONTICELLO SPORTS	INSTRUCTIONAL SUPPLIES	\$6,551.00
MOUNT MERCY UNIVERSITY.	DUES AND FEES	\$600.00
MUSIC THEATRE INTERNATIONAL	INSTRUCTIONAL SUPPLIES	\$3,930.00
MWALIMU MOHAMUD	OFFICIAL/JUDGE	\$105.00
PLEASANT VALLEY GOLF COURSE	DUES AND FEES	\$30.00
PRAIRIE HIGH SCHOOL	DUES AND FEES	\$385.00
R & D EVENTS AND RENTAL LLC	INSTRUCTIONAL SUPPLIES	\$4,697.25
RICHTER TRAVIS	OFFICIAL/JUDGE	\$135.00
SMITH TIMOTHY C	OFFICIAL/JUDGE	\$240.00
SPOELSTRA MORGAN	OFFICIAL/JUDGE	\$125.00
TRIBBLE ALAN	OFFICIAL/JUDGE	\$115.00
TUURI DANIEL	OFFICIAL/JUDGE	\$60.00
UNITED HOOPS	DUES AND FEES	\$250.00
WISE STEVE	OFFICIAL/JUDGE	\$135.00
YANECEK DOUG	OFFICIAL/JUDGE	\$135.00
Fund Total:		\$26,892.63
Fund: STUDENT STORE		
BSN SPORTS	GENERAL SUPPLIES	\$1,269.28
Fund Total:		\$1,269.28
Grand Total:		\$994,451.43

End of Report



Independent Contractor Agreement

Please provide all information requested and sign page two

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

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

1. **SERVICES TO BE PERFORMED:** Choreography Clinic. Dec. 4, Jan 1, Feb 7
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Show Choir
3. **AMOUNT OF PAYMENT:** 2431.60

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 2/1/22, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, Marion, IA 52302.

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on **8/28/21** and shall continue in effect until **2/1/22**, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this **11th Day of May 2022**

Independent Contractor Signature:

Linn-Mar CSD Representative Signature:



Title: _____

Title: School Board President

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

Independent Contractor Agreement



Please provide all information requested and sign page two.

MAY 16 2022

Exhibit 804.2

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

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

1. SERVICES TO BE PERFORMED:

Choreography

2. GROUP/DEPARTMENT WORKING WITH:

JV Poms

3. AMOUNT OF PAYMENT: \$2500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on June 25th, 2022 which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, Marion, IA 52302.

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

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

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

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on May 3, 2022 and shall continue in effect until June 26, 2022, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this Independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3 day of May, 2022.

Independent Contractor Signature:



Title: _____

Linn-Mar CSD Representative Signature:

Title: School Board President

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



Independent Contractor Agreement

Please provide all information requested and sign page two.

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

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

1. **SERVICES TO BE PERFORMED:** Accompanist
2. **GROUP/DEPARTMENT WORKING WITH:** Novak Elementary - Choral accompanist
3. **AMOUNT OF PAYMENT:** \$ 200.00

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on May 17, 2022, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on February 24, 2022 and shall continue in effect until May 17, 2022, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 6th day of May, 2022.

Independent Contractor Signature:

Michele Safavi
Title: Choral Accompanist

Linn-Mar CSD Representative Signature:

Title: School Board President

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

April 22, 2022

Extended Partnership Proposal

Equity, Diversity, Inclusion & Engagement Solutions

Prepared For
LINN-MAR COMMUNITY SCHOOL DISTRICT



Prepared By
NIKEYA DIVERSITY CONSULTING LLC & TOP RANK, LLC



Nikeya Diversity Consulting & Top RANK are proud to be Certified Targeted Small Businesses in the State of Iowa.



Private & Confidential: Dissemination of the information in this proposal is strictly prohibited without the express written consent of Nikeya Diversity Consulting and Top RANK.

Nathan Wear

Associate Superintendent

**Linn-Mar Community School District
2999 North 10th Street
Marion, IA 52302**

April 22, 2022

Dear Nathan:

Please see the revised proposal for a continued partnership between Linn-Mar Community School District (LMCSD), Nikeya Diversity Consulting (NDC), and Top RANK (TR). Based on our discussion with you on April 14th, NDC and TR are offering Phase 2 of our recommended DEI journey:

Upon completion of Phase 2, we will work with you and your leadership as you see fit on how to engage in additional phases.

If you have any questions, please let us know. Otherwise, please sign and date this proposal on the last page and return it, and we will provide a fully executed copy for your files.

Sincerely,

SARIKA BHAKTA, CDE

President

Nikeya Diversity Consulting LLC

sbhakta@nikeyadiversity.com

www.nikeyadiversity.com

319.651.6447

ANTHONY ARRINGTON, CDE

Managing Partner

Top RANK, LLC

aarrington@topranktalentsolutions.com

www.topranktalentsolutions.com

319.533.2624

EDI&E SOLUTIONS

Phase I – Discovery: Understanding and Awareness

District-Wide Cultural Assessment

The only way to see the whole diversity, equity, and inclusion (DEI) picture in LMCS D, is by gathering several metrics utilizing qualitative and quantitative data. By taking this important step, your leadership will gain a better understanding of your district’s EDI&E position and vision to be able to better inspire stakeholders, now and moving forward, to be part of this collective change.

Assessment Consultation

Anthony Arrington and Sarika Bhakta will serve as external resources on the District’s DEI Committee. We will work with the DEI Committee (and district leadership as needed) to create a customized assessment for students, parents, staff, and administration. This will include a series of pre-and post-meetings for each group, as well as guidance on assessment implementation. The results of the assessment will be delivered to district leadership, the DEI Committee, and others stakeholders deemed appropriate, and allowed by policy.

Analysis & Research

Work with DEI Committee (and district leadership as needed) to review and disaggregate survey data. Provide the research team with relevant research to support strategies and initiatives from each demographic or other subcategory groups.

Phase 2 - Develop and Implement Research- Based Strategies for Change

Learning & Development

Instead of implementing cookie-cutter “off-the shelf” solutions, our assessment will provide a unique opportunity to tailor our learning & developing initiatives based on the identified needs of the district.

This proposal has been modified based on the needs of LMCS D and the feedback from their DEI Committee. This modified Phase II represents the culmination of empowerment and education around student voices. It encompasses community development and strategic planning to build sustainable models of evidence-based decision-making for diversity, equity, and inclusion. NDC and TR have recommended focusing on capacity building for LMCS D as it’s vital to identify and engage diverse multi-stakeholders (e.g., K-12 buildings, cities, community members, etc.) This will allow the district to empower members of the school community to learn this process and how this process can successfully engage the system for positive change. Key aspects of this phase will include:

- District-wide Cultural Assessment-Consultation
- Stakeholder Meetings & Focus Areas Development/Facilitation
- Development of Strategies & Facilitation of Multi-stakeholder
- Research of Focus Areas and Proven Strategies for Implementation

Phase 3 - Gradual Release

Program Evaluation

Work with DEI Committee (and district leadership as needed) to evaluate effectiveness of strategies and implementation of identified strategies.

Partnerships That Make Impact

Meet the Additional Partners on Our Team

LMCSD has been working closely with NDC and TR, but we have added additional partners to our team who specialize in equity and policy in education, so we wanted you to meet them!



Kingsley Botchway: BIO

Originally from South Carolina, Botchway moved to Iowa to pursue a law degree from the University of Iowa. Upon obtaining a law degree in 2010, Botchway has become an avid leader of transformational equity leadership and action in K-12 education. He has received additional diversity equity, and inclusion (DEI) training and certifications from Harvard, Iowa State, Iowa, and Indiana Universities. Over the past decade, Botchway has provided DEI consulting services across the state of Iowa and the country for school districts and local and state governments. For the past four years, Mr. Botchway has co-directed the Equity Implemented Partnership (EIP) and served on the Steering Committee for the National Network of Education Research-Practice Partnerships. The EIP has received numerous grants and national acclaim through its work in leveraging both the expertise of social science and education policy research and the practitioner knowledge and expertise to more effectively address persistent inequities in the school districts. The EIP aims to create more equitable experiences and outcomes for all students using a data-informed, evidence-based, inclusive process of decision-making.



Chad Rhym: BIO

Chad Rhym is a second-year Ph.D. student and research assistant in the Department of Sociology and Criminology at the University of Iowa, originally from Athens, GA. He is a recent 2019 graduate from Morehouse College in Atlanta, GA. In which he received his Bachelor of Arts in Sociology. His research interests include Race and Ethnicity, Social Inequality, and Education. Along with his own research, Rhym serves on the Obermann Center's Humanities for the Public Good advisory board; and a research assistant for the Multicultural Initiatives Research Team and Flint Email Lab. During his time at Morehouse, Rhym was a photojournalism intern at the Atlanta Journal-Constitution, a photojournalism fellow with The New York Times Student Journalism Institute, and Summer Research Opportunity Program Intern at The University of Iowa studying education inequality in the Social and Education Policy Research Center.



Rachel Maller: BIO

Rachel Maller is a third year PhD student in the Department of Sociology and Criminology at the University of Iowa. Her research focuses on educational inequities, particularly how inequality is embedded within social relations in schools. She has worked over four years on the Equity Implemented Partnership, a research-practice partnership with the ICCSD to create more equitable experiences and outcomes for all students. Through this work, she has assisted on several school climate surveys, reports, and presentations, policy briefs, professional development evaluations, and creating a Comprehensive Diversity, Equity, and Inclusion Plan for the District. Currently, she is assisting the ICCSD in a strategic process to update their student behavior and discipline policies and practices. She also worked with the WCSD on developing equitable educator hiring and retention processes. Additionally, she assisted on analyzing and reporting campus climate data for diversity, equity, and inclusion at the University of Iowa. She is currently a graduate research assistant at the College of Education Center for Evaluation and Assessment and serves as the Diversity, Equity, and Inclusion Chair for Graduate and Professional Student Government.

INVESTMENT AGREEMENT

Services	Year 1	Year 2	Total Investment
PHASE 1- Discovery: Understanding and Awareness			
• District Wide Cultural Assessment-Consultation	\$10,000		
• Analysis & Research	\$20,000		
PHASE 2: Develop and Implement Research- Based Strategies for Change			
• District Wide Cultural Assessment-Consultation		\$10,000	
• Stakeholder Meetings & Focus Areas Development/Facilitation • Development of Strategies & Facilitation of Multi-stakeholder		\$32,500	
• Research of Focus Areas and Proven Strategies for Implementation		\$15,000	
PHASE 3: Gradual Release			
• Program Evaluation			
Total Investment:	\$ \$30,000	\$ 57,500	\$

The investment is for the entire scope of work, including:

- Labor
- Materials created by consulting organization and used by Linn Mar
- Rubrics and forms created for Linn Mar to use
- Videos, if created with and on behalf of Linn Mar
- Meetings with leadership team (both virtual and in- person)
- Ongoing and available support

Installment Agreement

This investment can be made in 2 installments, with the first installment of \$28,750 due upon execution of the Investment Agreement above and receipt of an invoice from NDC & TR, and the final installment of \$28,750 due 60 days after execution of the Investment Agreement above and receipt of an invoice from NDC and TR.

Limitations

- The investment does not include changes in project scope.
- Proposal is valid for 90 days.

Nikeya Diversity Consulting LLC

Signature

Printed Name / Title

955 71st Street NE, Cedar Rapids, IA 52402
Address

Date

Linn-Mar Community School District

Signature

Printed Name / Title

2999 North 10th Street, Marion, IA 52302
Address

Date

Top RANK, LLC

Signature

Printed Name / Title

118 3rd Avenue SE #309, Cedar Rapids, IA 52401
Address

Date