Exhibit 804.16

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
Mierakin	, 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: Violin Sectionals	_
	GROUP/DEPARTMENT WORKING WITH: Linn-Mar Orchestra	
3.	AMOUNT OF PAYMENT: \$400 (4 sessions @ \$100 each)	

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 Oct. 6, 2021 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 Sept. 1, 20_21 and shall continue in effect until 0ct. 6, 20_21, 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	5 th	day of _	August	, 20 2 1
Independent Contractor Signature:		Linn-Mar	CSD Represen	tative Signature:
Title: violinist		Title: School	ol Board Preside	ent

Independent Contractor Agreement



Please provide all information requested and sign page two.

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS: 1. SERVICES TO BE PERFORMED: Choveo graphy 2. GROUP/DEPARTMENT WORKING WITH: Limits show choic 3. AMOUNT OF PAYMENT: \$1550.00 + mileage 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 2021-2022 school year, 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.	WHEREAS, Linn-Mar Community School District ("District	
THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS: 1. SERVICES TO BE PERFORMED:	Jenniter Petsche	, Independent Contractor ("IC"), for the
1. SERVICES TO BE PERFORMED:	performance of certain services,	
2. GROUP/DEPARTMENT WORKING WITH: Units show choic 3. AMOUNT OF PAYMENT: 41550.00 + mileage 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 2021-2022 school year which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District		
3. AMOUNT OF PAYMENT: 4 1550.00 + mileage 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 2021-2022 school year which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District	1. SERVICES TO BE PERFORMED:	jraphy
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 2021-2022 School year, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District	2. GROUP/DEPARTMENT WORKING WITH:	unts show choir
of invoice from the IC upon completion of all services on 2021-2022 school year which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School Distric	3. AMOUNT OF PAYMENT: 4 1550.00 + mi	leage
	of invoice from the IC upon completion of all services o which is the date of completion. <i>An invoice for services</i>	n 2021-2022 School year, should be sent to: Linn-Mar Community School District,

- 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.

Junifer Petsche Title:		Title: School	Board President		
Independent Contractor Signature: Junifur Pitsche		Linn-Mar CS	SD Representat	tive Signa	iture:
This agreement is signed and dated this	27th	day of	June	, 20	22
14. ENTIRE AGREEMENT: This is the entire promises, or agreements (oral or other)	nerwise) shall	be of any force	or effect.		itions,
13. GOVERNING LAW: This independed pursuant to the laws of the State of 1		agreement sha	ll be governed b	y and cons	strued
12. AMENDMENTS: This independent of only in writing by mutual agreement			e supplemented,	amended,	or revised
11. ASSIGNMENT: The IC acknowledge not assign IC rights or delegate IC d without the prior written consent of	uties or obliga				
10. TERMINATION: This agreement m days written notice. Upon terminatio date of termination.					
9. TERM: This agreement shall begin of shall continue in effect until May earlier terminated by either party in	on <u>Augus</u> 20 accordance w	rith Section 11.	, 20 2 , 20 22	-1	and , unless
8. INDEMNIFICATION: The IC shall liabilities, claims, debts, taxes, obligation court costs, and costs of appeals) the independent contractor agreement to taxes arising out of the IC's perform other proceeding is instituted in continterpret or enforce any rights under from the non-prevailing party all attended in curred by the prevailing party, inclination.	ations, costs, at the district or negligent or a py the IC, or a ance of service nection with a this agreement, orney's fees, orney's fees, or	and expenses (in may incur or substitution of substitution of the distribution of the distribution of the prevailing costs, expert with any controversy the prevailing costs, expert with the prevailing costs.	including reasonaustain as a result l conduct in the plure to pay any ect. If a suit, actionarising out of thing party shall be thess fees, and literations.	able attorn of any bre performance mploymer on, arbitrate s agreemen	ey's fees, each of this ce of this at or income ion, or ent or to o recover
limited to professional liability insura IC. The IC shall comply with the wor respect to the IC's employment.					
7. INSURANCE: No workers' compensational liability incurs					

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("Di Megan Callahan performance of certain services,	strict"), a school corporation, intends to contract with, Independent Contractor ("IC"), for the
performance of certain services,	
THEREFORE, IN CONSIDERATION OF THE MUT- FORTH HEREIN, THE PARTIES AGREE AS FOLLO	
1. SERVICES TO BE PERFORMED:	reography
2. GROUP/DEPARTMENT WORKING WITH:	LMHS show Choir
3. AMOUNT OF PAYMENT: \$1600 + mil	rage
of invoice from the IC upon completion of all services	es should be sent to: Linn-Mar Community School District,

- 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 August , 20 21 and shall continue in effect until May 20 , 20 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	day of July	, 20 22
Independent Contractor Signature: Megan Cellahan Title: Show Choir Assistant	Linn-Mar CSD Representative	Signature:
Title: Show Chair Assistant	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
Lexi Robson , 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: LMHS & how choir
\$ 4000 to 1
3. AMOUNT OF PAYMENT: _ \$4000 + nileage
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 2021-2022 school year,
which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District
Attn: Accounts Payable, 2999 N 10 th Street, Marion, IA 52302.
4. INDEPENDENT CONTRACTOR RELATIONSHIP: The parties intend that this independent
To the particle many that the particle many that the mapping is

- 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 onAugust 1
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 a	greement is signed and dated this <u>14th</u> day of <u>July</u> , 20 <u>22</u>
Indep	endent Contractor Signature: Linn-Mar CSD Representative Signature:

Title: School Board President

Title: Choreographer